



FaiveleyTech Sustainability Policy

June 2026



A word from the CEO

The publication of our Sustainability Policy marks an important milestone. It is not a starting point, but the formalization of a commitment built over time. For more than 30 years, our Group has developed high-value-added plastic solutions for demanding markets — Industry, Healthcare and Beauty — drawing on its industrial know-how, its technologies and the commitment of its teams.

A family-owned, independent, international group rooted in the regions where it operates, **FaiveleyTech** holds a strong conviction: economic performance, environmental responsibility and human commitment are not at odds. They reinforce one another.

This first Sustainability Policy reflects that conviction. It expresses our ambition to build a **sustainable manufacturing model for the future**, able to innovate, produce, pass on its know-how and progress, while reducing its footprint and creating value for its customers, employees, partners and territories.

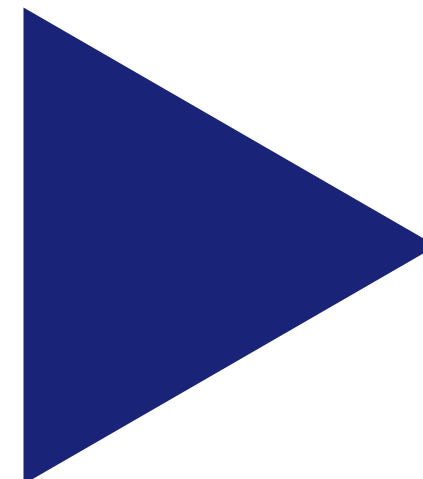
Our approach rests on **five pillars**: our employees, a responsible purchasing policy, the decarbonisation of our sites, the durability of our products, and the preservation of living ecosystems. These pillars embody our identity: a regionally grounded industrial group, attentive to the women and men who make it up, committed to transforming its trades and convinced that innovation must serve a more responsible industry.

We are setting ourselves concrete targets for 2030. Ambitious but achievable, they will be monitored, measured and shared. For a sustainability policy only has value if it is grounded in action, transparency and the long term.

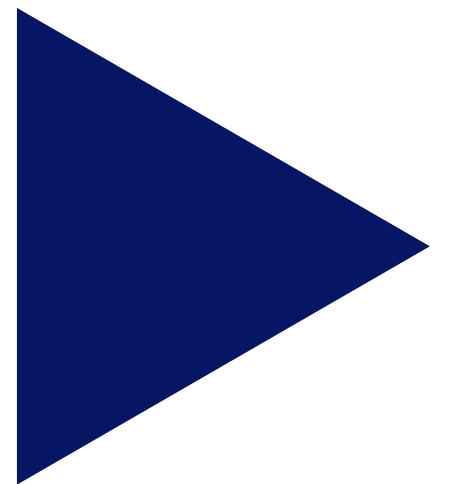
This is a collective endeavour. It engages our responsibility, but also our ability to invent, cooperate and progress together.

Let us build together a sustainable manufacturing model for the future.

Nicolas Alloin
CEO, FaiveleyTech



CONTENTS



1. Presentation

1.1 Our business model & value chain

1.2 The Group's activities

2. Our transformation challenges

2.1 The global context

- Climate change
- Protecting biodiversity
- Resource scarcity
- Industry and know-how

2.2 Our context

- Our double materiality analysis
- FaiveleyTech's material Impacts, Risks and Opportunities
- Non-material issues identified at Group level

3. Towards a more responsible business model

- 3.1 Our vision
- 3.2 The Sustainable Development Goals that guide our priorities

3.3 Co-building with our stakeholder ecosystem

3.4 Our CSR governance

3.5 Our strategic pillars

- Pillar 1 - Be an employer committed to the health, well-being and development of our employees
- Pillar 2 - Conduct responsible business, purchasing and information practices
- Pillar 3 - Accelerate the decarbonisation of our sites (Scope 1 & 2)
- Pillar 4 - Create sustainable solutions for our customers
- Pillar 5 - Towards a regenerative economy

3.6 Relying on an integrated management system

4. Appendices

4.1 Double materiality analysis methodology

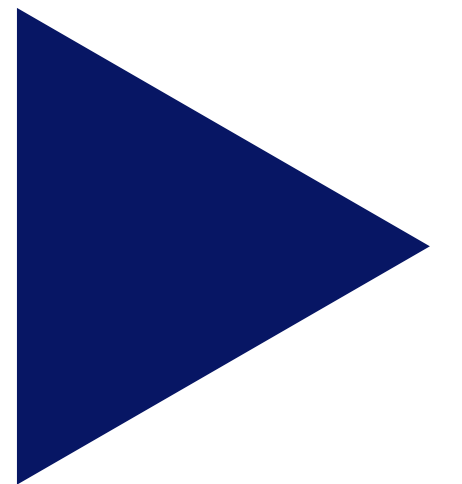
4.2 Quantitative approach & KPIs

4.3 Carbon Footprint methodology

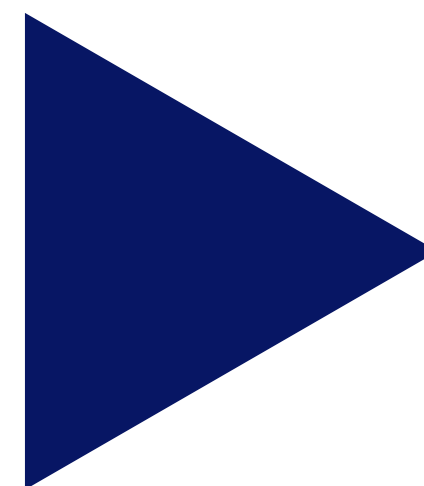
4.4 CSR glossary



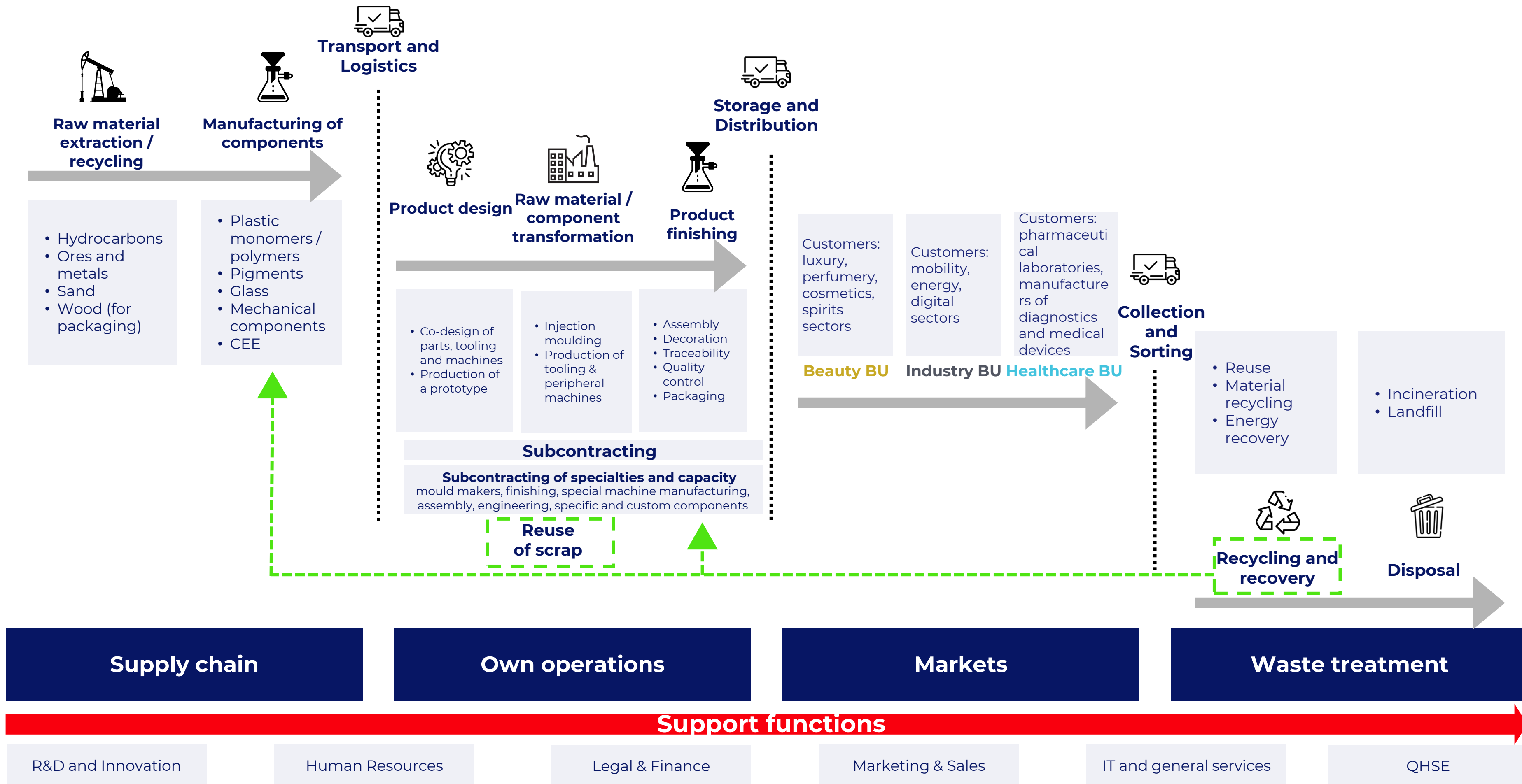
PRESENTATION PART #1



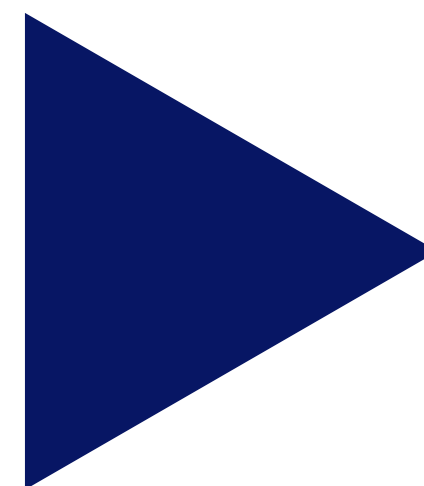
1.1 OUR BUSINESS MODEL & VALUE CHAIN



Value chain - Group



1.2 THE GROUP'S ACTIVITIES





Beauty BU

The Beauty Business Unit develops and industrialises custom plastic solutions for the major Beauty brands. Thanks to our expertise in design, plastic injection and premium finishes, we create innovative packaging that combines design, durability and performance.

Business Model & Value chain

BEAUTY
BU

Function:
Non-essential
need

Well-being
Self-esteem

Key activities

1/ Design & innovation

2/ Production development:

- Technical team (specific know-how), injection, assembly, decoration
- Support team, operational, control, quality, purchasing.

3/ Packaging

Partners

1/ Suppliers: raw materials

2/ Subcontracting: special machines

Natural resources

Oil
Metals
Water
Air
Energy
Trees

Technological resources

Presses
Special machines
Additive manufacturing
Laboratory
IT

Energy resources

Renewable energy
Nuclear
Approaching energy independence

Value proposition

CAPPING
Bottle closure & sealing
STICK & ROLL ON
GIFT SET
Visual appearance
Resistance to conditions of use
Experience between our customers and their end customers
Conveys a moment, a universe, a sense of belonging to a “social class”
Brand-centric business model

Customers & contexts

Our know-how helps sell our customers' products.

Recovery

End of life depends on:

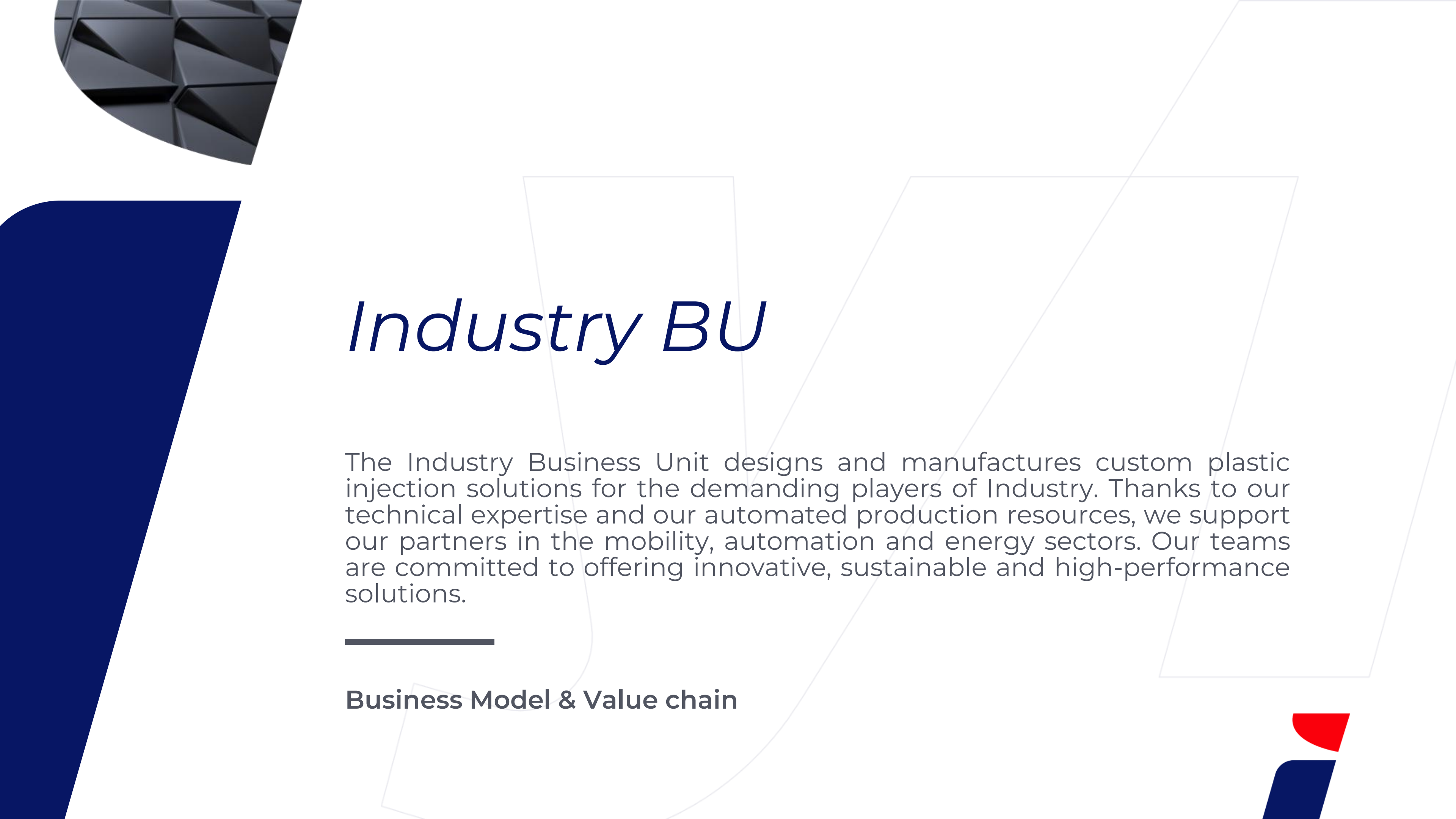
- the nature (size and material)
- the places of consumption (country)

Possible solutions
Recovery in perfumery
Glass if > 70% of the weight
Make-up cases: more complex recovery

Distribution

1/ Thermoformed tray format (high carbon footprint)

Possible solutions:
Rotation
Use of other materials

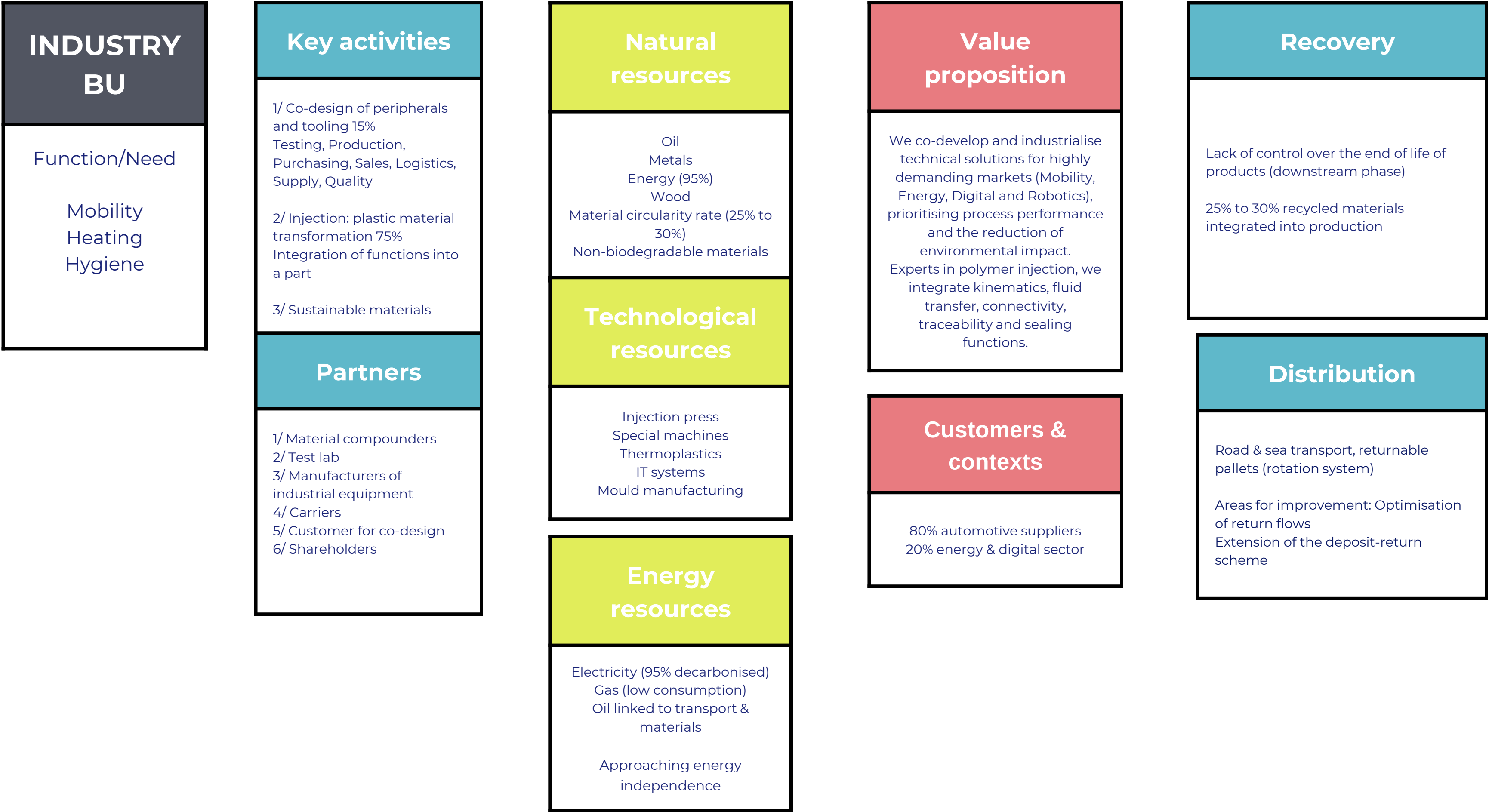


Industry BU

The Industry Business Unit designs and manufactures custom plastic injection solutions for the demanding players of Industry. Thanks to our technical expertise and our automated production resources, we support our partners in the mobility, automation and energy sectors. Our teams are committed to offering innovative, sustainable and high-performance solutions.

Business Model & Value chain





Value chain - Industry BU

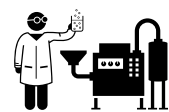
Upstream



Raw material
extraction



Manufacturing
of
components



Transformation
Additive
addition



Transport and
Logistics

Refining

Polymerisation

Transformation
of the raw
material into
monomers
then into
polymers (PA)

Polymer +
additive recipe

TRUCK
transport

Extraction



Transformation of
the raw material



Additive addition
or transformation
processes

Metal
cutting

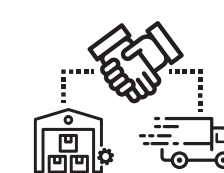
Overmoulding
Assembly
Control

Waste

RECYCLING
(SAMPLES &
SCRAP)

Regenerated

Downstream



Transport and
Logistics
Packaging



Customers
Storage
and deposit-
return
Fr & Europe



End of life

Transport of the
finished
product
(Truck & Sea:
Mexico, Brazil,
Argentina)

Distributors
Resellers
Direct
customers
End users

- Recycling
- Incineration
- Landfilling
- Mismanagement

Regenerated

End of life

TRUCK
transport

Peripherals
Tooling
functions

Assembly
Integrator
Design

Test,
Reception

Transport

Internal
customer

End of life

INJECTION
75%
Revenue - 26
Million €

Fossil: Oil

Ore (Insert):
Metal, iron,
copper, brass...

PERIPHERAL DESIGN
TOOLING 15%
Revenue - 4 Million €

Purchase of components
(mechanical, electronic)

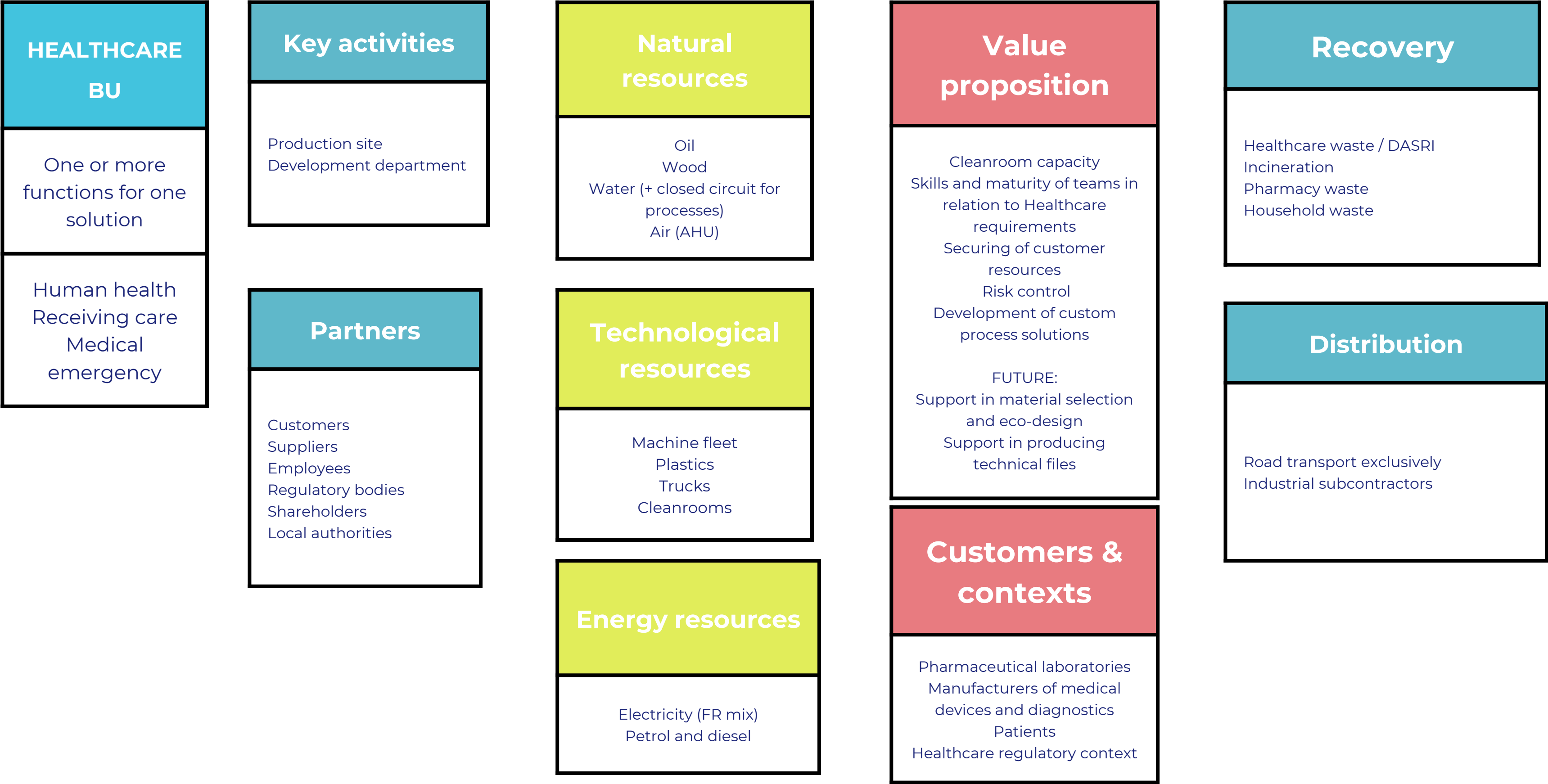


Healthcare BU

The Healthcare Business Unit has been a partner to the Healthcare industries for more than 30 years. In cleanrooms, we design and produce high-precision medical devices and plastic components compliant with the strictest regulatory standards. With recognised expertise and a strong investment capacity, we support our customers in developing reliable, sustainable and traceable solutions.

Business Model & Value chain



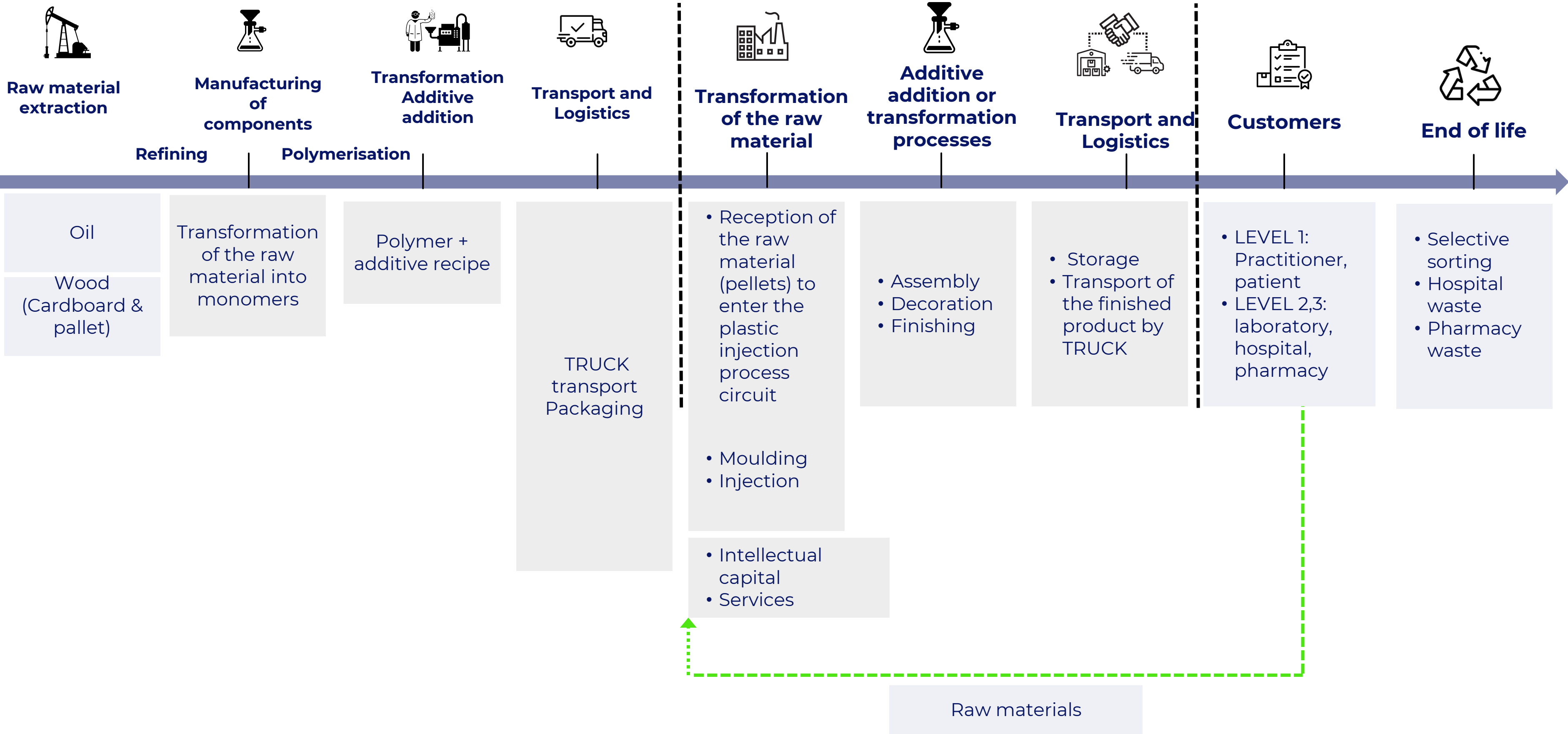


Value chain - Healthcare

Upstream

Extraction

Downstream



OUR TRANSFORMATION CHALLENGES PART #2

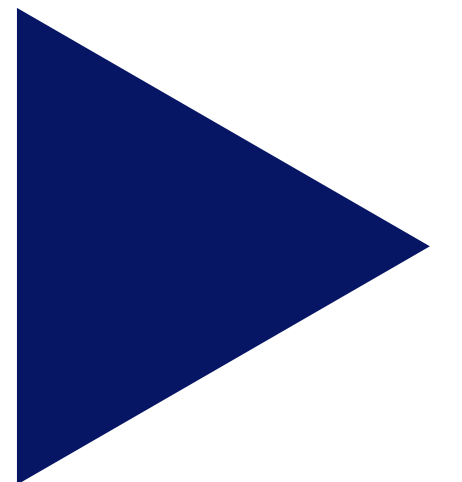


2.1 The global context

- Climate change
- Protecting biodiversity
- Resource scarcity
- Industry and know-how

2.2 Our context

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- FaiveleyTech's material Impacts, Risks and Opportunities
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2.1. The global context

In the face of global environmental and social challenges, the **FaiveleyTech** Group adopts a systemic vision of its resilience, drawing on two recognised frameworks — Doughnut theory and the planetary boundaries — to sustain its activity while respecting the physical limits of our planet and the common good.

Doughnut theory: a compass between the social foundation and the ecological ceiling

To structure this approach, the Group draws on the Doughnut theory developed by economist Kate Raworth, which offers a compass for reconciling social issues with ecological limits.

It defines a space of sustainable prosperity located between two circles:

- **The social foundation** represents the foundations of a just society based on vital needs (health, education, equity, employment, etc.).
- **The ecological ceiling** represents the limits not to be exceeded in order to preserve the planet's balance.

Between these two thresholds lies the safe and just space in which human activities can develop without compromising the needs of future generations.

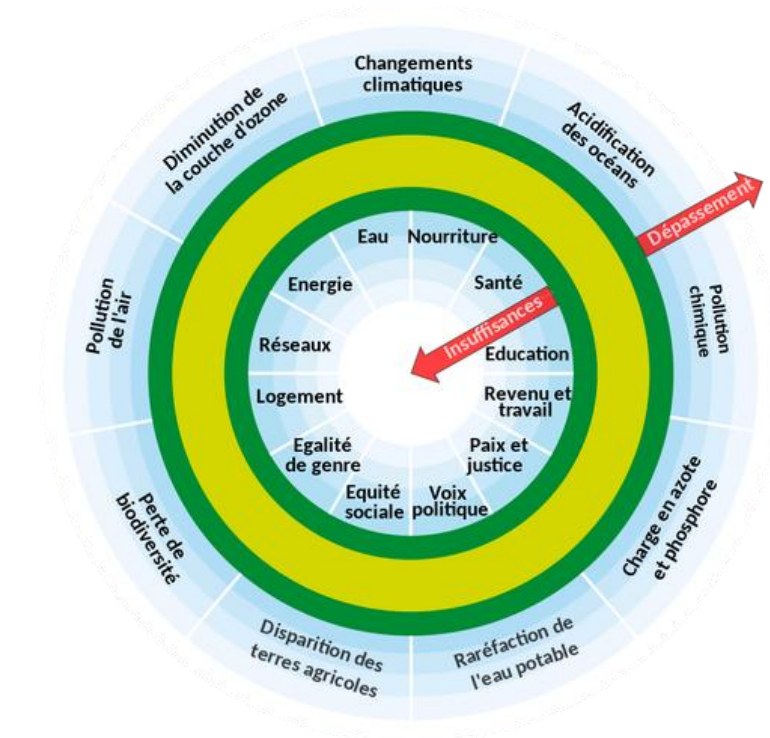
The planetary boundaries: critical thresholds not to be crossed

Doughnut theory is directly linked to the concept of the 9 planetary boundaries established by the *Stockholm Resilience Centre*.

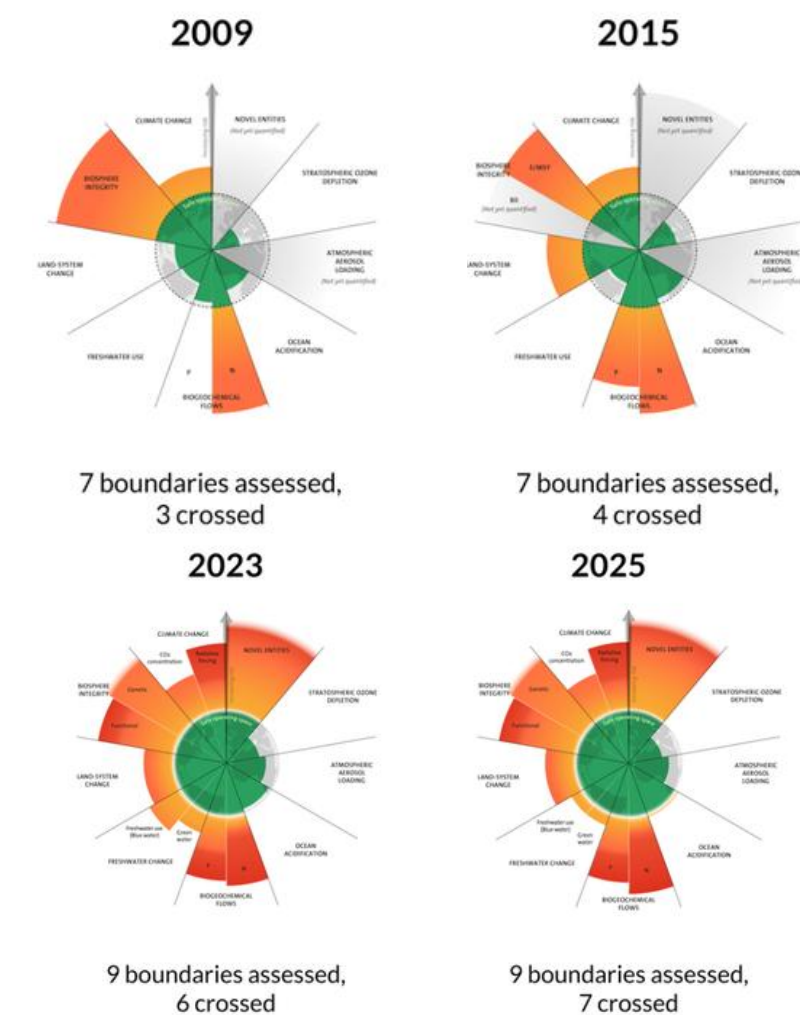
This model defines nine fundamental biophysical boundaries that regulate the stability of the Earth system (climate change, biodiversity erosion, disruption of the nitrogen and phosphorus cycles, ocean acidification, freshwater use, land-use change, chemical pollution, atmospheric aerosol loading and the introduction of novel entities (plastics, microplastics, etc.)).

To date, seven of these boundaries have already been crossed, jeopardising the planet's habitability conditions. These overshoots entail systemic risks: loss of access to resources, ecosystem disruption, economic and geopolitical instability.

These findings call for a profound rethink of production, supply and consumption models, integrating our stakeholder ecosystem into the corporate strategy.



[Doughnut Theory - Economist Kate Raworth]



[Stockholm Resilience Center, 2023]

2.1. The global context

Climate change

The IPCC's sixth report (2023) confirms it: human activities are the main cause of global warming. The global temperature has already risen by 1.1°C compared with the pre-industrial era, and the +1.5°C threshold will likely be crossed by the early 2030s. Containing warming to +2°C remains possible, but requires rapid and deep decarbonisation — a goal at the heart of the Paris Agreement (2015).

Climate change is the most critical planetary boundary: it affects ecosystems, infrastructure, geopolitical balances and public health. Its causes are well identified — combustion of fossil fuels, industrial processes, deforestation, intensive agriculture.

For the FaiveleyTech Group, climate change represents at once:

- **An economic risk** (rising energy costs, logistics disruption, supply of sensitive raw materials);
- **A regulatory risk** (rapid evolution: CSRD, taxonomy, carbon tax, Plastics Decree, REACH);
- **A growing expectation from customers and investors** for products with a reduced, traceable and recyclable carbon footprint.

In response, our strategy aims to significantly reduce our emissions across scopes 1, 2 and 3, to anticipate market requirements and to position our products as low-carbon solutions for our customers.

Climate is no longer a marginal subject: it is a factor of competitiveness, resilience and responsibility.

Protecting biodiversity

Biodiversity is the foundation of our economy: it provides essential ecosystem services — pollination, climate regulation, water purification, soil fertility, carbon absorption.

Its decline, documented by IPBES and the 2024 WWF report, is accelerating at an unprecedented pace, driven by habitat destruction, pollution, climate change and the overexploitation of resources.

For FaiveleyTech, integrating biodiversity into our strategy implies a responsibility across the entire value chain: material management, eco-design, reduction of discharges and circularity of flows — in close connection with our stakeholders and those committed to preserving natural resources.

“We have five years to put the world on a sustainable trajectory before the degradation of nature and climate leads us all towards irreversible tipping points”
WWF

2.1. The global context

The interrelation between climate change and biodiversity: a twin crisis with combined effects

Climate change and biodiversity erosion are two systemic crises that reinforce one another: climate disruption accelerates species loss and disturbs ecosystems, while the destruction of those same ecosystems — forests, wetlands, soils, reefs — reduces the planet's capacity to absorb carbon. Acting on one without addressing the other is insufficient. That is why **FaiveleyTech** develops an integrated approach, combining emissions reduction, energy sobriety, eco-design and the preservation of natural resources — to strengthen both its contribution to the common good and its long-term resilience.

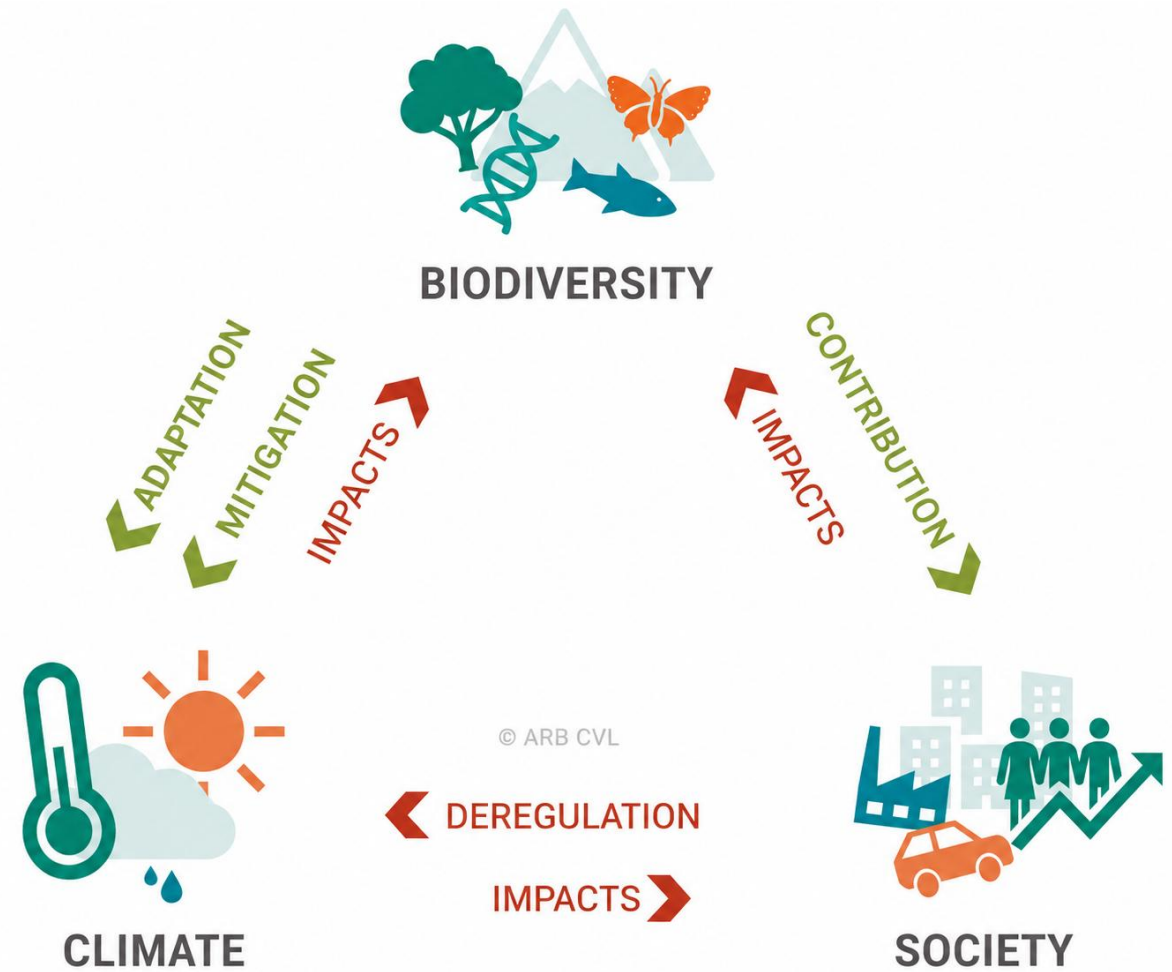


Diagram of the dominant interactions between biodiversity, climate and societies

Resource scarcity: a strategic challenge for industry

The scarcity of natural resources — raw materials, energy, water, strategic metals — is no longer a theoretical projection. Since the Meadows report (1972), the data has been confirmed: global demand for resources has tripled since 1970, and their extraction is responsible for more than 90% of biodiversity loss and 50% of GHG emissions (United Nations).

As an industrial player, **FaiveleyTech** is directly exposed to these tensions — environmental, energy-related, geopolitical, regulatory and economic.

Resource scarcity will shape our future competitiveness. By responding to it today with ambition and responsibility, we turn respect for the planetary boundaries into a lever for innovation, cooperation with our customers and industrial resilience.

Our strategic response rests on several concrete levers:

- Securing our supply chain;
- Reducing dependence on fossil materials, by developing alternatives through eco-design (bio-sourced and recycled);
- Circularising material flows within our own plants;
- Collaborating with our customers and partners to build decarbonised value chains that are more resilient and less extractive.

Through this approach, **we treat scarcity not as an isolated constraint, but as a lever for innovation, cost control and sustainable competitiveness.**

2.1. The global context

Loss of industrial skills in France: a silent but structural threat

In a context of profound industrial, ecological and technological transition, maintaining and passing on technical skills is a major challenge for the sustainability of the productive fabric.

Yet, since the 1980s, France has faced a gradual erosion of its base of industrial know-how, particularly in strategic manufacturing sectors such as plastics processing, mechanical engineering or machining.

This trend, silent but structural, represents a systemic risk for industrial companies such as FaiveleyTech, in terms of performance, quality, innovation and technological sovereignty alike.

1. Pressure on the Group's key trades

The Group is directly affected by the scarcity of critical technical profiles, in particular:

- plastic injection setters & technicians, rare on the market and seldom trained through conventional pathways;
- tooling and mould mechanics experts, whose know-how often rests on senior employees;
- versatile industrial maintenance technicians, particularly hard to recruit in non-urban employment areas.

These trades are “critical”: mastering them relies on experience and learning through mentorship, making their transmission uncertain.

2. Operational and economic consequences

The scarcity of technical skills within the French industrial fabric is not without consequences for a company like FaiveleyTech, whose performance relies heavily on the mastery of specialised know-how. This shortage of qualified labour directly impacts the Group's operational efficiency and competitiveness.

First, the difficulty in recruiting for strategic positions (setters, tooling technicians, maintenance) leads to longer production lead times, particularly in the critical phases of fine-tuning, set-up or industrialisation.

This lack of technical expertise can also translate into an increase in scrap and quality defects, owing to the inability to anticipate or correct process drifts in real time. The intrinsic quality of products may be weakened, with a potential impact on customer satisfaction and margins.

3. Risk to the Group's transformation strategy

While FaiveleyTech is engaged in an active process of decarbonisation, modernisation of its processes and reshoring of certain activities, the lack of available technical skills could also:

- slow down the industrialisation projects for new low-carbon products;
- slow the innovation momentum of our products and processes;
- limit the ability to internalise critical processes in response to geopolitical or logistics tensions.

Beyond the company's own perimeter, this phenomenon raises a question of technological sovereignty, particularly for strategic sectors such as: technical plastics processing (complex parts, custom moulds); the automotive, aerospace or healthcare industries, customer sectors of **FaiveleyTech** and, more broadly, the ability to maintain a competitive, innovative and sustainable industry.

2.2. Our context

Our double materiality analysis

In the face of global environmental and social challenges, the **FaiveleyTech Group** adopts a systemic vision to strengthen its resilience. To do so, we have carried out a double materiality analysis, a methodology that prioritises strategic issues according to two complementary perspectives:

- The **impact materiality**: it assesses how FaiveleyTech's activities and organisation impact — positively or negatively — people and the environment. This includes actual or potential impacts, linked to our direct operations as well as to our entire value chain (upstream and downstream).
- The **financial materiality**: it analyses how sustainability issues generate risks or opportunities for the Group. These factors may influence our business model, our performance and our value over the short, medium or long term.

All these issues are identified and rated in order to determine their relative importance within our sustainability strategy.

Impact materiality

1. Rating of impacts

To assess the severity of an environmental or social impact, we analyse three fundamental criteria:

- Scale: the degree of severity of the impact.
- Scope: the number of people or the geographical area concerned.
- Irremediability: the ability (or inability) to restore the initial state.

For potential impacts, we also factor in a likelihood of occurrence.

2. Materiality threshold and prioritisation

An issue is considered material when it presents a high severity or likelihood (score ≥ 4).

Absolute priority: Impacts related to human rights, irreversible or already proven impacts are systematically given priority in our roadmap.

Criterion	Definition	Scale	Evaluation guide	Methodological justification
Severity - Magnitude	Magnitude – intrinsic severity of the impact	1 to 5	1 = Minimal · 5 = Very strong	Allows assessment of the objective importance of the impact
Severity - Scope	Geographic reach or population affected	1 to 5	1 = Local · 5 = Global	Incorporates the spatial dimension of the impact
Irreversibility	Ability to return to the initial state	1 to 5	1 = Reversible · 5 = Irreversible	Key criterion in ESRs standards for measuring the severity of a negative impact
Probability	Likelihood of the impact occurring	1 to 5	1 = Rare · 5 = Very likely	

2.2. Our context

Our double materiality analysis

Financial materiality

Rating of risks and opportunities

The importance of risks and opportunities is assessed jointly according to:

- the **likelihood of occurrence** of the risk or opportunity, and
- the **potential magnitude** of the associated financial effects (positive or negative).

An issue is considered financially material when one of these two criteria reaches a high level (≥4).
Reputational risks, although sometimes not quantifiable, may be deemed significant if they influence financing capacity or the cost of capital.

The company may rely on monetary thresholds (absolute or relative) – for example a percentage of revenue, costs, assets or equity – to calibrate the levels of magnitude.

However, long-term cumulative effects and qualitative factors (such as reputational risk or dependence on certain natural resources) are also taken into account, in accordance with the requirements of ESRS 1 (§48, AR14 and AR15).

This table defines the severity and likelihood of the issue:

Criterion	Definition / Sub-criterion	Levels (1 to 5)	Interpretation & Thresholds
Magnitude of impact	Significance of the potential financial gain or loss.	1 = Minor 5 = Very strong	Assesses the direct/indirect reach. Monetary thresholds (e.g. % EBITDA) are defined with Management.
Probability	Likelihood that the risk or opportunity materializes.	1 = Very low 5 = Very high	If the issue is already real/confirmed, the score is set to 5. Incorporates the cumulative probability over the period.

These elements help to contextualise the issue:

Parameter	Options	Methodological Objective
Nature of the issue	Risk or Opportunity	Distinguishes negative effects (value erosion) from positive effects (value creation).
Time horizon	Short (< 5 years) Medium (5-10 years) Long (> 10 years)	Aligns the analysis with longer horizons than traditional financial statements (ESRS 1).
Assessment approach	Quantitative or Qualitative	Combines numerical data with non-financial factors (e.g. reputational risk).

2.2. Our context

Our double materiality analysis

Use and interpretation of the results

The rating grids for impacts and risks & opportunities form the basis of the double materiality analysis.

They make it possible:

- to rank issues according to their relative importance,
- to identify significant impacts and major financial risks/opportunities,
- to feed the double materiality matrix, and
- to guide the prioritisation of sustainability actions and the communication in the report.

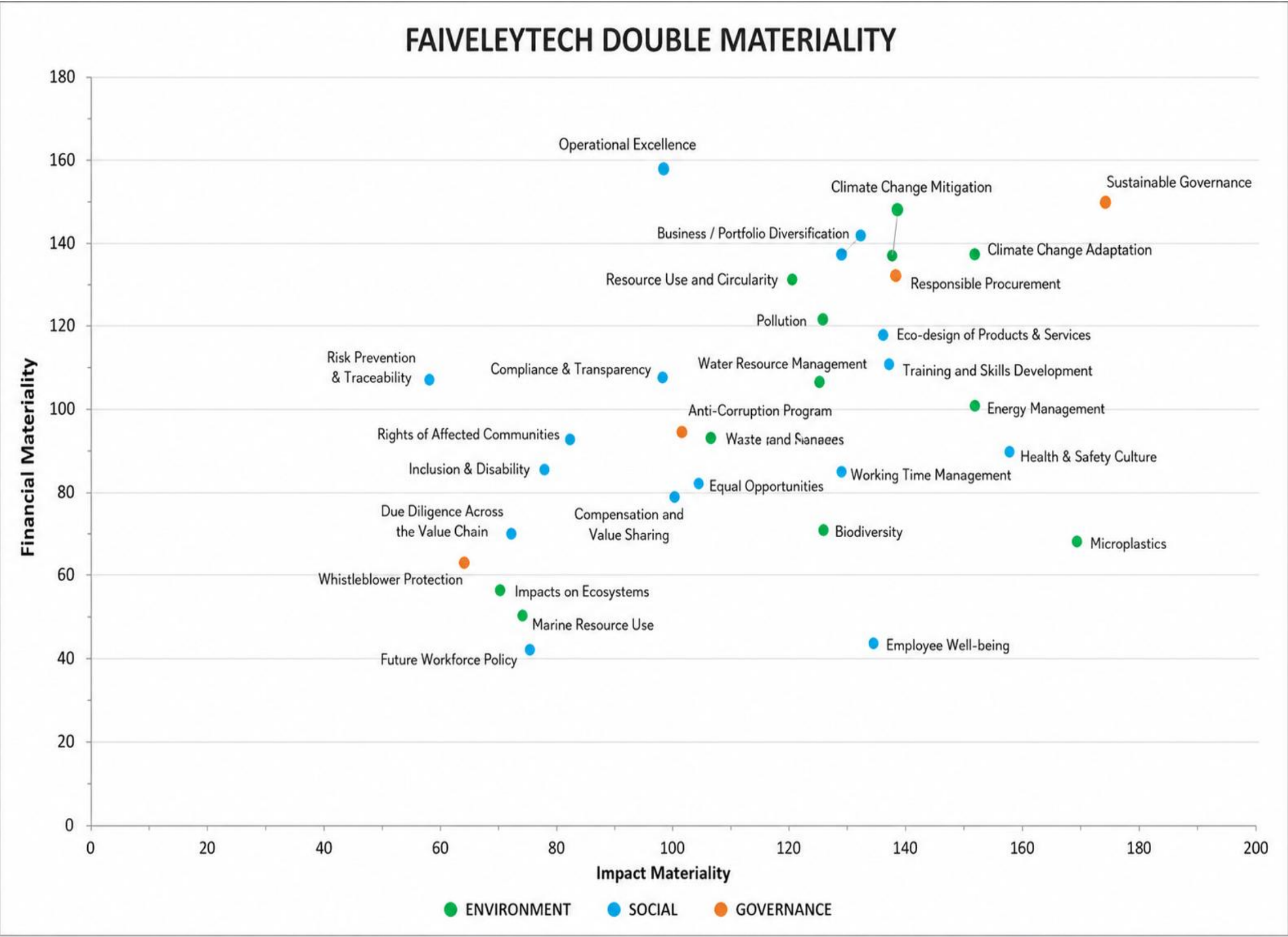
This chart illustrates the results of this double materiality analysis carried out at the level of the **FaiveleyTech Group**.

The horizontal axis represents impact materiality (the importance of the company's effects on the environment, society and the economy) and the vertical axis financial materiality (the potential influence of the issues on the company's performance, costs, revenues or resilience).

Each point corresponds to a topic assessed according to the ESRS (CSRD) frameworks, split into three domains:

- Environment
- Social
- Governance

The topics located in the upper-right zone present a high importance in both impact and financial risk/opportunity: they are therefore considered material and integrated into the Group's CSR strategy and sustainability reporting.



2.2. Our context

FaiveleyTech's material Impacts, Risks and Opportunities (SBM-3)

Here are the first 11 issues presenting a high rating and therefore to be addressed as a priority in the Group's sustainability strategy. Some topics are already under way and need to be strengthened. Others are to be put in place to meet the Group's sustainability ambitions and commitments.

Environment

01 - Adaptation to climate change

Threat of economic activity shutdown linked to intense climate phenomena throughout the value chain.
Strategic diversification and renunciation.

02 - Climate change mitigation

Significant greenhouse gas emissions over the life cycle of plastics and metals/ores
Certain of the company's application sectors (mass consumer goods, transport) are subject to strong constraints
Being innovative to develop decarbonised materials

03 - Resource use and circularity

Significant risk of supply disruption linked to raw material shortages.
Being innovative with its partners to develop new materials.
Developing eco-design and responsible purchasing criteria.
Strengthening its circularity through the use of recycled materials (plastics, gold, metals).

04 - Energy management

High energy consumption during the plastic extraction and production phases.
Intensifying the electrification of uses

05 - Pollution

Recognised air, water and soil pollution during the extraction phases of plastic and metals/ores, production and end of life (materials and waste treatment).
Regulatory compliance throughout the value chain.

06 - Microplastics

Release of microplastics across the entire life cycle of plastics, impacting air, water, soil, wildlife and humans.
Developing eco-design criteria to limit the phenomenon.

Social

05 - Job security *Diversification of activities & portfolios*

Betting on the diversification of activities and the development of each BU's portfolio to anticipate market fluctuations & future crises
Attracting & retaining new talent

06 - Training and skills development

2 issues: Maintaining the Group's operational excellence and retaining talent. With this in mind, the Group aims to structure employees' HR pathways.

07- Work-life balance *Employee well-being*

Developing a corporate culture attuned to health and safety issues also goes through employee well-being, in particular ensuring work-life balance.

08- Health & safety at work *Health and safety culture*

A strategic issue with the ambition of developing a health & safety culture to go beyond current processes (training plan, workstation adaptation, prevention & safety measures - Health, Safety and Working Conditions Committee (CSSCT)) along 2 axes: managing health and safety & consolidating all processes and actions.

2.2. Our context

FaiveleyTech's material Impacts, Risks and Opportunities

Here are the first 11 issues presenting a high rating and therefore to be addressed as a priority in the Group's sustainability strategy. Some topics are already under way and need to be strengthened. Others are to be put in place to meet the Group's sustainability ambitions and commitments.

Governance

10 - Corporate culture - Sustainable governance

Modelling **an ethical and responsible corporate culture** is at the heart of the Group's concerns, with the establishment of sustainable governance to guarantee a sound and safe roll-out of the CSR strategy and the implementation of processes to engage its stakeholders. Milestones reached with the finalisation of the CSR strategy in 2024, its roll-out through roadmaps and initial engagement processes with the code of ethics for employees and the responsible purchasing charter. Now, **sustainable governance is under way to model** processes and guarantee operational deployment & embed FaiveleyTech's ESG values.

11 - Supplier relationship management Securing purchasing

Risk prevention and improvement of practices in responsible purchasing: **Securing purchasing** with (1) Sourcing and vigilance plan against the risk mapping (2) Approach to managing supplier relationships (practices to prevent supply disruptions and consideration of vulnerable suppliers, i.e. those exposed to material ESG risks.)



2.2. Our context

Non-material **issues** identified at Group level

Following the double materiality analysis carried out, two topics present a lower rating and are, at this stage, set aside from the priority scope of the Group's sustainability strategy.

The impacts, risks and opportunities associated with these issues are considered non-material with regard to FaiveleyTech's activities.

They will nonetheless be subject to annual monitoring as part of the materiality review, as well as continuous regulatory watch, in order to anticipate any change in the business model or regulatory framework likely to alter their level of materiality.

This approach aims to guarantee the consistency and relevance of the Group's sustainability strategy in relation to its long-term ambitions and commitments.

Environment

01 - Water and marine resources	FaiveleyTech uses a very small share of water in its manufacturing and assembly processes,the main use of water is for sanitary purposes and not industrial. FaiveleyTech's industrial processes rely mainly on the hot transformation of polymers (injection and assembly), activities with low water consumption. Water is used almost exclusively for the closed-circuit cooling of machines and for staff sanitary needs. The Group's sites are located in areas not subject to significant water stress. Finally, the raw materials used do not come from marine resources, and no Group activity is linked to the exploitation, transformation or recovery of aquatic resources.
02 - Air pollution	Air pollution linked to our activity is not considered material. The emissions generated by vehicles, although they exist, represent only a marginal share of our environmental impact and are already covered by our decarbonisation strategy, in particular through the progressive electrification of our vehicle fleet. Moreover, our activity does not involve the use of polluting substances released into the atmosphere, with the exception of tiny quantities of resin in very specific cases. Thus, our contribution to atmospheric pollution remains negligible.

Social

03 - Consumer Health and Safety	FaiveleyTech is a B2B player specialised in polymer transformation, and not a manufacturer of finished products intended directly for the end consumer. The products delivered - plastic parts and technical components - are integrated into systems, devices or packaging designed and marketed by customers, who thus retain control of the final contact with the consumer and of the conformity of the finished product. The requirements relating to the sanitary and regulatory safety of products (REACH, RoHS regulations, food contact, or pharmaceutical compliance) are defined in the customers' specifications. FaiveleyTech acts as an industrial supplier under contractual control, rigorously applying the technical and regulatory specifications established by the principals, and being subject to regular checks and audits intended to guarantee the conformity of its processes and materials.
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OUR CSR STRATEGY PART #3

3. Towards a more responsible business model

3.1 Our vision

3.2 The Sustainable Development Goals that guide our priorities

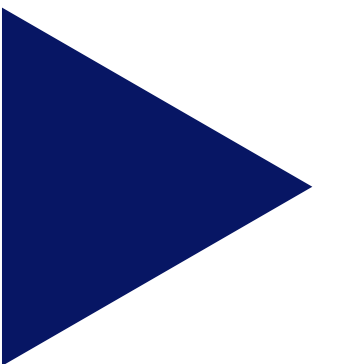
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- Pillar 3 - Accelerate the decarbonisation of our sites (Scope 1 & 2)
- Pillar 4 - Create sustainable solutions for our customers (Scope 3)
- Pillar 5 - Towards a regenerative economy

3.6 Relying on an integrated management system



3.1 Our vision

In a global context marked by energy shocks, supply tensions, rapid technological transformations and major climate challenges, industry plays, more than ever, a strategic role of resilience, social progress and ecological transition.

The Group is fully part of this dynamic by deploying the 5 pillars of our CSR strategy to **“contribute to the development of a sustainable and technological industry through quality human relations”**.

Guided by the values of **Respect, Mutual support, Passionate commitment and the Boldness to undertake**, our employees forge, every day, strong bonds with all our stakeholders — customers, suppliers, industrial, institutional and financial partners, and local communities. This commitment is fully consistent with the mindset of our **family ownership, attached to a long-term vision**, to the quality of human relations and to the **positive impact on our economic, social and natural environment**.

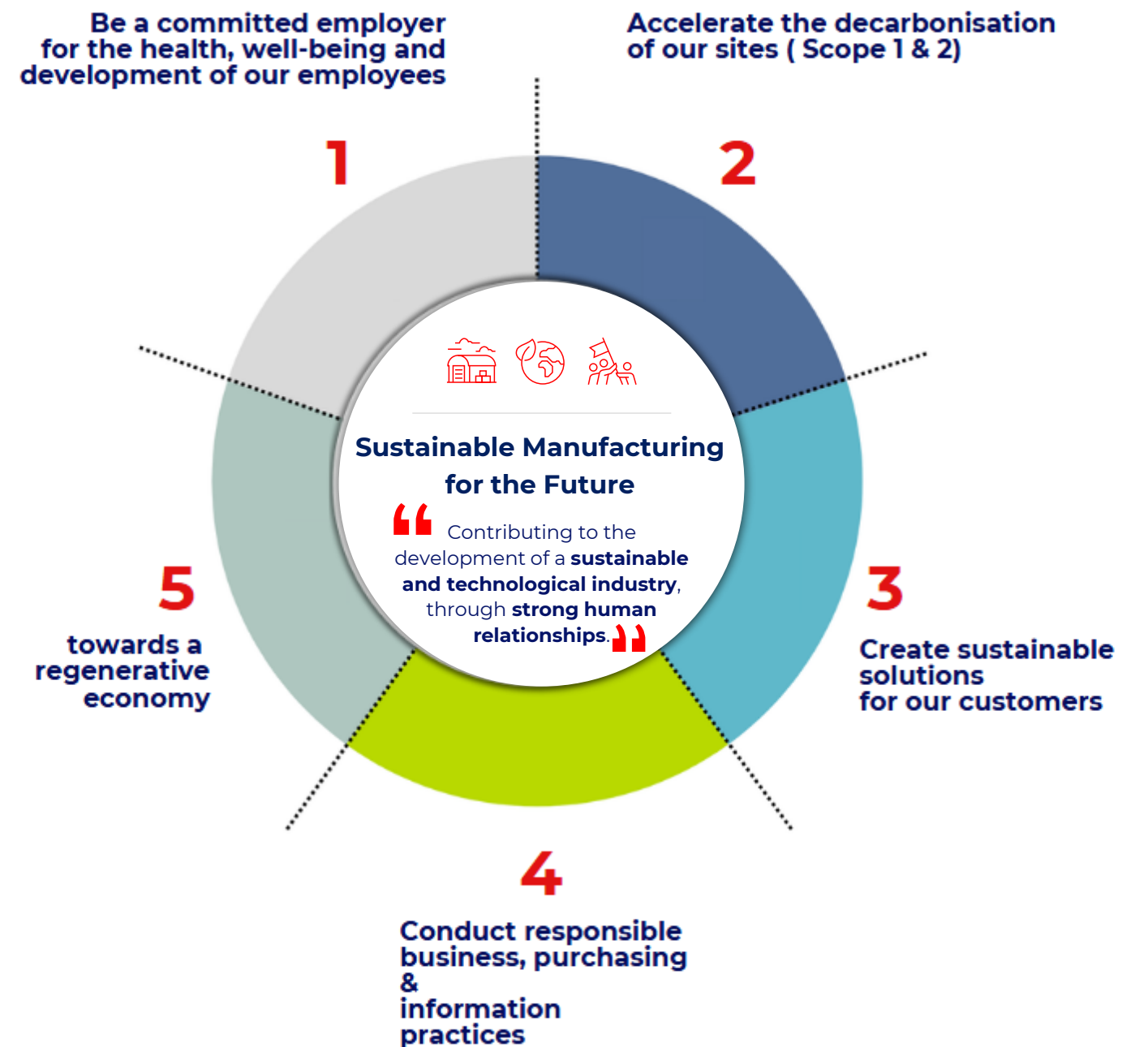
Driven by an **integrated quality, environment and occupational health-safety management system**, the Group engages its Business Units and support services in a continuous improvement approach, guided by social, environmental and ethical responsibility.

This approach is part of an ecosystem of recognised commitments: **member of Bpifrance's Coq Vert Community, Alumni of the 2023 Convention des Entreprises pour le Climat, and rated [EcoVadis Silver in December 2025](#)** — three affiliations that reflect our determination to measure ourselves, improve and take part in collective dynamics of transformation.

Steered by the Executive Committee and supervised by the Board of Directors, this **Sustainability Policy aims to guarantee sustainable and responsible growth**, an essential condition for ensuring performance, retaining our employees, attracting new talent and maintaining the trust of our customers, partners, suppliers and shareholders.

In a **spirit of transparency and high standards**, the Group commits to communicating regularly on its progress and to maintaining constant attention to everyone's involvement in the daily application of these principles.

FaiveleyTech thus acts concretely for a responsible, sustainable and future-oriented industrial development.



Find our CSR news and updates on our approach on our [website](#)

3.2 The Sustainable Development Goals (SDGs) that guide our priorities

Adopted by the UN in 2015, the SDGs constitute a universal roadmap to protect the planet and ensure prosperity by 2030.

These 17 goals offer a common framework covering economic, social and environmental issues to build sustainable and inclusive development on a global scale.



Source: <https://www.agenda-2030.fr/17-objectifs-de-developpement-durable/>

In a global context marked by energy shocks, supply tensions, rapid technological transformations and major climate challenges, the role of industry as a driver of resilience, social progress and ecological transition is more strategic than ever. The Group is fully part of this dynamic through the 5 pillars of the CSR strategy and deploys them with great humility in the face of the challenges.

FaiveleyTech’ vision: “Contribute to the development of a sustainable and technological French and international industry through quality human relations” resonates directly with the Sustainable Development Goals.

6 priority SDGs



SDG no.3: Occupational health & safety - Goal of zero workplace accidents by 2030.



SDG no.4: Training & skills - 100% of employees trained every 2 years by 2030 (group training plan launched in 2025).



SDG no.8: Decent & inclusive employment - goal of 100% of employees covered by health insurance by 2030.



SDG no.7: Clean & frugal energy: +124% renewable energy in one year - electricity consumption down 12% since 2022.



SDG no.12: Responsible production & consumption: -48% non-hazardous waste over 3 years - 150 suppliers signatories of the responsible purchasing charter.



SDG no.13: Climate action: -5% emissions per year since 2022 - decarbonisation trajectory being defined.

2 complementary SDGs



SDG no.9: Sustainable industry & innovation - Roll-out of ISO 50001 and ISO 14001 across 100% of sites by 2030.

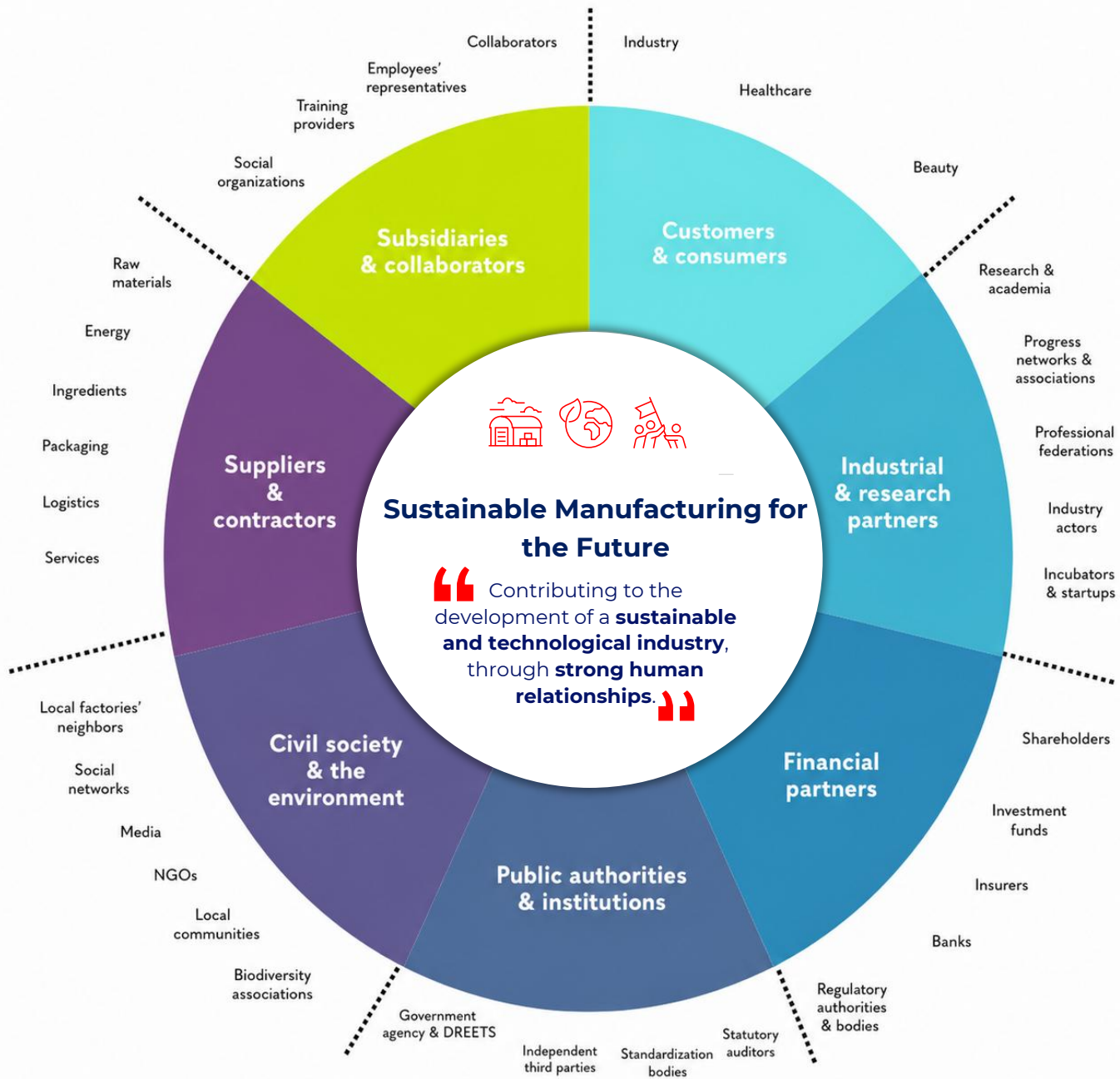


SDG no.17: Partnerships to achieve our goals: Bpifrance Coq Vert member; Alumni Convention des Entreprises pour le Climat 2023; Polyvia member; Rhonaxe member.

3.3 Co-building with our stakeholder ecosystem

Our Policy reflects our vision that sustainable performance is built within an ecosystem founded on relationships of trust, high standards and shared responsibility. Driven by the values of Respect, Mutual support, Commitment and Boldness, the Group's employees work every day to forge strong bonds with all our stakeholders: customers, suppliers, industrial, institutional and financial partners, and local communities.

These principles of action are consistent with the mindset of our family ownership, attached to a long-term vision, to the quality of human relations and to the positive impact on our economic, social and natural environment. This mapping makes it possible to identify key actors, to structure the modes of dialogue and to anchor our CSR strategy in an open, committed and shared dynamic.



Environment & common good

The environment is at the heart of the Group's ecosystem, on the same footing as its human and economic stakeholders. Every actor, internal as well as external, shares the collective responsibility of preserving natural balances, an essential condition for sustainable prosperity. Respect for environmental rights stands as a founding principle guaranteeing common health and the future of coming generations.

Subsidiaries & Employees

Structured social dialogue, direct involvement in HR and QWL (Quality of Work Life) policies, CSR awareness.
CSR objective: Develop employees' engagement, health and skills; foster ownership of environmental issues.

Customers & consumers

Co-development of sustainable solutions, assessment of product carbon weight, feedback, customers' CSR requirements.
CSR objective: Meet the market's environmental expectations and contribute to customer decarbonisation.

Industrial & research partners

Co-innovation programmes (e.g. Matéri'Act), technology transfer, collaborative projects (materials, low-carbon processes).
CSR objective: Accelerate sustainable innovation, substitute fossil plastics, and improve circularity.

Financial partners (banks, investors, insurers)

Transparency on ESG indicators, communication on the carbon trajectory, extra-financial rating (e.g. Ecovadis).
CSR objective: Support for sustainable investments, reduction of climate risk, recognition of CSR performance.

Authorities & public bodies (DREAL, DREETS, regulators)

Regulatory compliance, environmental reporting, exchanges within the ICPE framework, participation in transition plans.
CSR objective: Compliance with legal obligations, anticipation of regulatory developments, support for local initiatives.

Civil society & environment

Collaboration on offset or protection projects, participation in working groups or local charters.
CSR objective: Strengthen positive environmental impact, integrate biodiversity and ethics issues.

Suppliers & subcontractors

Responsible purchasing policy, ESG assessment, contractualisation of sustainable criteria, audits and support.
CSR objective: Reduction of upstream Scope 3 impacts, securing of supply chains, integration of the circular and regional economy.

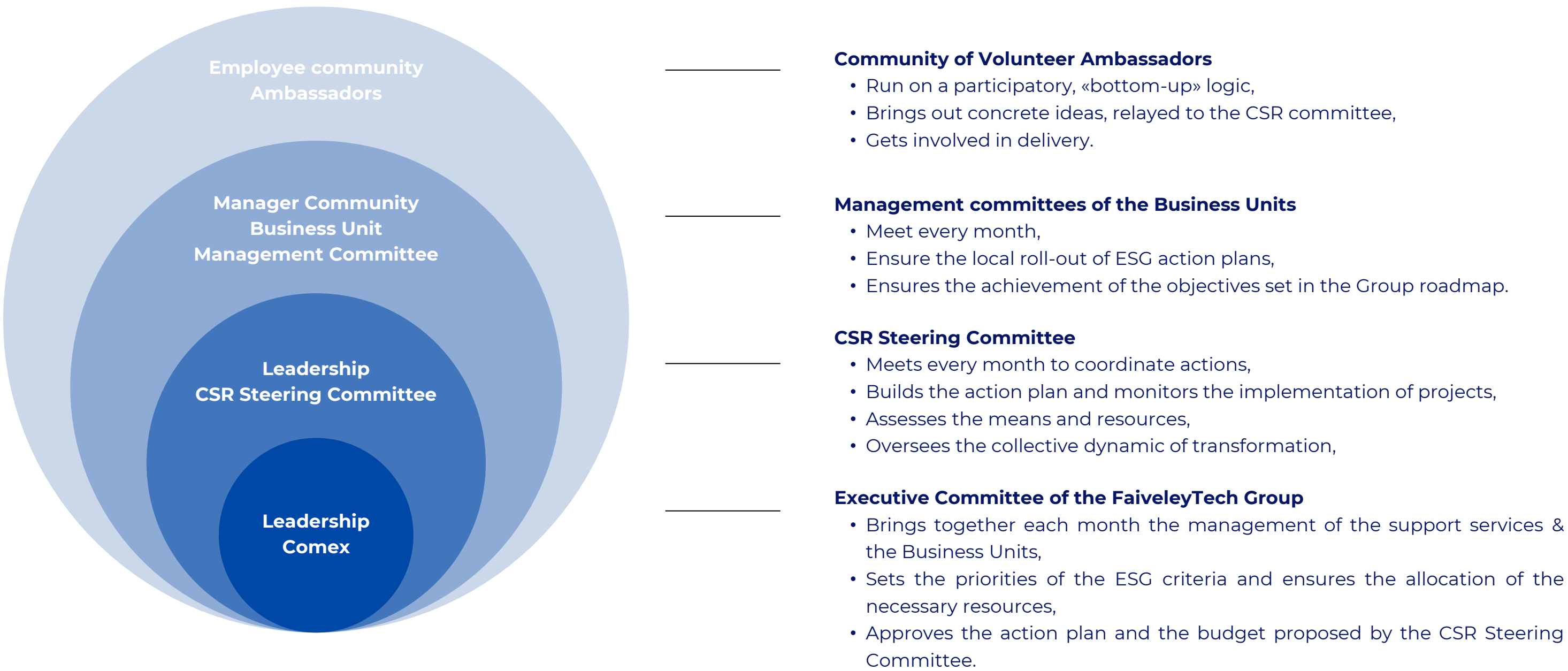
Priority dialogue

Active engagement

Regular monitoring

3.4 Our CSR governance

At **FaiveleyTech**, the success of our transition towards a more responsible business model relies on structured, committed governance aligned at all levels of the organisation. To steer our CSR strategy effectively, we have put in place a clear governance framework structured around several complementary bodies. By combining strategic vision, operational coordination and team mobilisation, this responsible governance constitutes an essential lever for anchoring sustainability at the heart of our corporate culture.



3.4 Our CSR governance

1 – Role of the administrative, management and supervisory bodies

Sustainability governance within the Company rests on a clear articulation between four levels of action: the Executive Committee (COMEX), the Group CSR Steering Committee (CSR COPIL), the Business Unit management committees and the Community of volunteer Ambassadors.

The **Group Executive Committee** determines the company's strategic orientations and ensures their implementation, integrating social, environmental and societal issues into overall management. It adopts an approach of long-term sustainable value creation, taking into account the ESG impacts, risks and opportunities transmitted by the CSR Steering Committee. The COMEX ensures the allocation of the necessary resources, and approves the action plan and budget proposed by the CSR Steering Committee.

The **Group CSR Steering Committee** ensures the effective consideration and continuous monitoring of the impacts, risks and opportunities related to sustainability issues. It reports to the COMEX twice a year, and may intervene more frequently in exceptional circumstances. The CSR Steering Committee is composed of the Group Chairman, the Human Resources Department (social aspect), the Industry BU Department (environmental aspect), the Purchasing Department (responsible purchasing aspect), the Finance Department (ethics aspect) and the CSR Department, which coordinates the operational implementation of decisions.

The CSR Steering Committee meets once a month. The minutes are shared with all members, the BU directors and the relevant internal stakeholders.



The **Business Unit management committees** meet monthly to ensure the local roll-out of ESG action plans and to ensure the achievement of the objectives set in the Group roadmap. They constitute the operational relay of the CSR strategy closest to the activities.

To guarantee a cross-functional and collaborative approach, the CSR Steering Committee works in close collaboration with all the company's departments: Purchasing, HR, Sales, QHSE and Finance. This collaboration makes it possible to anchor sustainability issues in all the Group's operational and support functions.

Thematic working groups are formed around priority issues such as Decarbonisation, Health & Safety or Skills Transmission. These groups bring together volunteer employees from all departments and hierarchical levels, thereby fostering a real and concrete involvement of all employees. They make it possible to co-build solutions, share good practices and ensure an operational implementation adapted to the realities of the field.

The CSR Steering Committee's **main missions** are as follows:

- Review the commitments and orientations of the CSR policy, ensure their consistency with stakeholders' expectations and their deployment within the Company's strategy;
- Define and monitor climate objectives over different time horizons, and assess the results annually;
- Review draft reports relating to governance and CSR, and guarantee the compliance of the published information;
- Identify emerging trends in governance and sustainability, and adapt the strategy accordingly;
- Steer the Group's CSR strategy and ensure its alignment with the overall strategy;
- Arbitrate on cross-functional projects (decarbonisation, circularity, responsible purchasing, certifications, HR aspects);
- Monitor the main CSR indicators (CSRD, EcoVadis, site KPIs, CO₂ emissions) and facilitate rapid and consistent decision-making at Group level.

3.4 Our CSR governance

2 – Business ethics and corporate culture

Ethics and integrity are essential foundations of the Group's governance and guide all its decisions and practices.

The Business Ethics and Integrity function plays a central role in promoting a culture of integrity, responsibility and compliance across all activities. It ensures that ethical principles are integrated into decision-making processes, business relationships and the daily conduct of business.

Placed under the responsibility of the **Ethics and Integrity Director**, who is also **Chief Financial Officer**, this function falls under a dual reporting line, reporting both to the **Chairman** and to **HR Management**. This organisation guarantees cross-supervision, fostering both the independence and the consistency of the actions undertaken.

The Ethics and Integrity Director regularly presents their work to the **COMEX**, thereby ensuring a high level of transparency, monitoring and accountability in steering ethics matters.

The function works closely with the **Internal Control, Quality, Purchasing, HSE and CSR** departments in order to ensure consistency between ethical commitments and the Group's operational policies.

This cooperation aims in particular to:

- Prevent the risks of non-compliance and corruption;
- Promote responsible purchasing practices and ethical behaviour throughout the value chain;
- Raise employees' awareness of legal requirements and the principles of responsible conduct;
- Ensure the compliance of the Group's activities with applicable regulations and internal standards.

Regular training sessions are organised to strengthen the culture of integrity and disseminate good practices to all employees. These actions are accompanied by confidential reporting mechanisms and rigorous monitoring of ethics incidents, guaranteeing a transparent and corrective management of identified situations.

3 – Sustainability-related risk management and internal controls

The management of sustainability-related risks is an integral part of the Group's overall internal control and governance framework. It aims to identify, assess and mitigate the impacts, risks and opportunities (IROs) likely to affect the company's economic, social and environmental performance.

Under the supervision of the COMEX and the CSR Steering Committee, **sustainable risk management** relies on a structured framework, integrating climate, social, ethical and compliance issues alike.

Each **functional department** (Quality, Purchasing, HSE, Human Resources, Finance) contributes to the **reporting and assessment of risks specific to its scope**, thereby guaranteeing a cross-functional and shared approach.

The CSR Department steers the coordination of internal control processes related to sustainability. It ensures that CSR policies, procedures and indicators are aligned with regulatory requirements (notably the CSRD and the European taxonomy) and integrated into the Group's management systems.

An ESG risk register is updated regularly to record material risks and monitor the effectiveness of mitigation measures. This information is presented at the CSR Steering Committee meetings, then shared with the COMEX and, where applicable, with the Board of Directors.

The internal control system relies on several levers:

- The integration of ESG criteria into operational policies and procedures (purchasing, production, safety, compliance);
- The implementation of internal audits and compliance reviews covering environmental and social topics;
- The monitoring of key performance indicators (KPIs) making it possible to measure the progress of actions and to adjust improvement plans;
- The training of employees in responsible risk management and the prevention of non-compliance.

This framework makes it possible **to ensure full traceability of decisions, continuous assessment of emerging risks and enhanced responsiveness to sustainability issues**. The objective is to guarantee the Group's resilience and the consistency between the sustainable development strategy, regulatory requirements and stakeholder expectations.

3.4 Our CSR governance

4 – Transparency and communication

Transparency is a fundamental principle of the Group's governance and applies to all its activities, from its financial communication to its extra-financial reporting.

The Group commits to providing its stakeholders with clear, comprehensive and reliable information on its environmental, social and governance (ESG) performance.

The **sustainability-related communication** is coordinated by the CSR Department, in close connection with the Communication Department and the COMEX. This coordination guarantees the consistency of the published data and its **alignment with regulatory requirements, notably the CSRD directive and the ESRS standards**.

The **CSR Steering Committee** supervises the preparation of the extra-financial reports and validates the relevance of the indicators and information communicated. Results and progress are presented twice a year to the COMEX, then integrated into the annual sustainability report.

The Group ensures the quality and reliability of its information thanks to:

- The implementation of internal procedures for collecting and validating ESG data;
- The systematic internal verification of key indicators before publication;
- The progressive involvement of an independent third party tasked with providing limited assurance, in accordance with the requirements of the CSRD;
- The full traceability of the data used to produce the reporting.

The **dialogue with stakeholders** (employees, customers, suppliers, shareholders, public institutions and local communities) constitutes an essential lever of transparency and continuous improvement.

The communication channels include **the sustainability report, the Group's website, internal awareness campaigns**, as well as periodic meetings with key stakeholders in order to share results and gather their feedback.

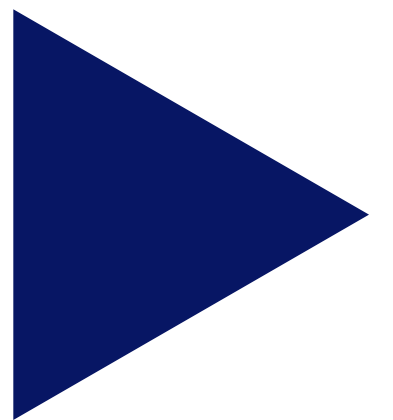
In order to strengthen this approach of listening and engagement, the Group regularly circulates **questionnaires to its main external stakeholders** (customers, suppliers, partners). These surveys aim to gather their perception of the Group's CSR policy, to identify the priority areas for improvement and to co-build a **sustainability approach aligned with their expectations**. The results of these consultations feed directly into the work of the CSR Steering Committee and contribute to the **adjustment of the ESG roadmap**.

Finally, the Group strives to account not only for its performance, but also for its challenges and areas for improvement, in a logic of continuous progress.

This transparency approach aims to strengthen the **trust, accountability and credibility** of the company with all its interlocutors.

PILLAR 1:

Be an employer committed to the health, well-being and development of our employees



Be an employer committed to the health, well-being and development of our employees

In a context of industrial transformation and growing regulatory requirements, **FaiveleyTech** places people at the heart of its sustainable performance, around four axes:

Axis 1: Training & skills development to support the evolution of trades, foster innovation and strengthen operational excellence;

Axis 2: Health & Safety through a proactive prevention culture integrated into the management system, aiming for "zero accident" and resilience in the face of risks, including climate risks;

Axis 3: Employee well-being by fostering a balance between professional and personal life, professional equality and flexible, suitable working conditions.

Axis 4: Equal opportunities to promote an inclusive working environment founded on equity, diversity and non-discrimination, guaranteeing everyone the same opportunities for access, advancement and recognition within the Group.

These structuring axes, translated into concrete action plans, are fully part of our HR, HSE and CSR policy, and are championed at all levels of the organisation. They rest on a logic of continuous improvement, social dialogue and impact measurement, with steering based on indicators (KPIs) consolidated at Group level.

This approach helps create a responsible, inclusive and resilient working environment, serving collective performance and the sustainable development of **FaiveleyTech**.

Axis 1: Training & skills development

Facing two major challenges: maintaining the Group's operational excellence and retaining talent, **FaiveleyTech** has defined a clear roadmap aimed at structuring its employees' HR pathways. This approach is part of a sustainable vision of skills development, serving collective performance, with:

- The strengthening of trade skills to support the industrial and technological transformation.
- The development of managerial and cross-functional skills to support career progression.
- Tailor-made schemes have been put in place: onboarding pathways, certifying technical and managerial training, and specific technical modules by sector. The actions are steered by a central coordination to guarantee consistency and equity.

Objectives:

100% of employees benefit from training at least every 2 years (excluding regulatory and safety training)

Action plan:

- 1/ Guarantee the conditions for a successful professional pathway
- 2/ Promote the development of employees' skills
- 3/ Our career management tools
- 4/ Raise awareness of sustainable development

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
100% of employees benefit from training every 2 years (excluding mandatory training)	% of employees trained	Internal skills / Ethical culture	Purchasing / HR / CSR Departments
100% of employees have a “forfait interview”	% of employees having an interview	Internal skills / Ethical culture	HR Management

Managerial Training Focus:

Aware of the central role of management in collective performance and the social climate, FaiveleyTech launched in 2025 a training programme for all managers in France. This plan aims to formalise the Group's expectations regarding managerial posture and actions, while strengthening leadership maturity. The sessions integrate practical tools enabling managers to fully exercise their role: supporting teams, encouraging cooperation and establishing a respectful and motivating work environment. This initiative is part of a determination to sustainably improve well-being at work and to anchor a responsible managerial culture, consistent with the Group's CSR commitments.

Be an employer committed to the health, well-being and development of our employees

Axis 2: Health & safety culture

A strategic issue with the ambition of developing a health & safety culture to go beyond current processes (training plan, workstation adaptation, prevention & safety measures - Health, Safety and Working Conditions Committee (CSSCT)) along 3 axes:

- Managing health and safety;
- Consolidating all processes and actions;
- Risk prevention.

Objectives:

0 workplace accidents

100% of health insurance covered for all

Action plan

1/ Managing health and safety

FaiveleyTech places health and safety at the heart of its managerial policy. Leaders and managers are supported in integrating these dimensions into their daily work, with a dual objective: protecting employees and developing a genuine prevention culture.

- Training of Management Committees on the Code of Ethics, including a module dedicated to health and safety.
- Implementation of occupational risk prevention actions, adapted to the different working environments.
- Development of managerial skills and dissemination of a Group culture geared towards health and safety.

2/ Consolidating all processes and actions

The Group commits to strengthening its prevention measures by acting on work organisation and workstation ergonomics, in order to sustainably protect employees' health.

- Review of arduousness by type of job, making it possible to enhance employees' rights and to anticipate the adjustments needed over the course of a career.
- Prevention of musculoskeletal disorders (MSDs):
 - Systematic integration of ergonomics into the design of workstations and workshops.
 - Study and testing of exoskeletons to limit heavy loads.
 - Training in suitable movements and postures.
- Integration of risk management into internal processes, notably via the ISO 45001 standard (already implemented by certain subsidiaries such as in China).

3/ Occupational risk prevention

Prevention relies on upskilling and raising the awareness of all employees, in order to create a safe and responsible working environment.

- Development of specific training modules on occupational risks;
- Implementation of concrete prevention and monitoring schemes;
- Support for teams and regular awareness-raising on safe and responsible behaviour.

4/ Implementation of a Business Continuity Plan to prevent risks linked to climate change (natural disasters), integrated into the HSE / BCP policy

Objective: Identify the exposures and vulnerabilities of our industrial sites to the physical effects of climate change, over the short, medium and long term.

Action plan:

1/ Vulnerability diagnosis to identify the risks (local analyses) linked to climate change (ISO 14001)

2/ Drafting of a Business Continuity Plan (BCP) integrating climate scenarios.

- Possible reorganisation of production schedules during heatwaves.

3/ Adaptation of infrastructure:

- Improvement of eco-efficient cooling systems that are more water-frugal
- Improving buildings and their surroundings to limit heat

4/ Energy security

- Study of local micro-production (photovoltaic, cogeneration).
- Implementation of protocols in the event of grid tension.

5/ HR and occupational health prevention

- Adaptation of working hours
- Implementation of specific protocols

Training Focus – Health & Safety Working Group:

FaiveleyTech has set up a Health & Safety Working Group at Group level, with the aim of strengthening the common culture of prevention and risk management. This collective's mission is to share good practices between sites, identify action priorities and propose actions adapted to the different sites. It also aims to raise the awareness of all managers and employees on health and safety issues, in order to guarantee safe, responsible and sustainable working environments.

Be an employer committed to the health, well-being and development of our employees

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
100% of management committees trained on the Code of Ethics with a module dedicated to health and safety	% of management committees trained	Internal skills / Ethical culture / Health & safety	HR / QHSE Departments
100% of employees trained on the Health and Safety theme	% of employees trained on the Health and Safety theme	Internal skills / Health & safety	HR / QHSE Departments
100% of health insurance covered for all	% of employees covered by Group health insurance	Health and safety	HR Department
0 workplace accidents	no. of accidents	Health and safety	BU Department
Achieve an absenteeism rate below 5%	% absence	Health and safety	BU Department

Axis 3: Employee well-being

FaiveleyTech develops a corporate culture attuned to health, safety and well-being issues, paying particular attention to the balance between professional and personal life. This ambition translates into a proactive policy in favour of quality of work life and of professional equality between women and men, considered an essential lever of retention and collective performance.

Our policy rests on three main levers:

- flexible working hours, fostering autonomy and the reconciliation of life schedules;
- a clear and shared remote-working charter, applied across all the sites concerned;
- agreements relating to professional equality and the organisation of working time.

The deployment of these schemes relies on an active social dialogue, the regular assessment of employee satisfaction and transparent communication.

Concrete objectives, accompanied by monitoring indicators, are integrated into the HR action plan. The actions are coordinated by the local HR teams, with the support of the Group, guaranteeing consistency and effectiveness.

By 2026, all the French sites will have signed a gender equality agreement integrating ambitious objectives to maintain and strengthen the existing balance. In a logic of continuous improvement, the extension of these schemes to international sites is planned for 2026-2027, through charters consistent with the Group's commitments regarding quality of life and well-being at work.

Concrete objectives regarding well-being:

- launch of a Group employee satisfaction survey in 2026;
- 100% of employees have an identified HR contact, guarantor of social dialogue and of the prevention of social risks, including in particular vigilance over respect for fundamental rights;
- zero tolerance towards forced labour and child labour, an inescapable ethical principle within all the Group's entities.

Be an employer committed to the health, well-being and development of our employees

Axis 4: Equal opportunities

Equal opportunity is an ethical and strategic foundation of the social policy of **FaiveleyTech**. It reflects our determination to guarantee a fair, inclusive working environment respectful of individualities, serving collective performance and social cohesion. This commitment translates into a global approach, integrating gender parity, the inclusion of people with disabilities, the promotion of diversity, as well as pay equity and value sharing.

Our action plan is structured around several axes:

- the signing of agreements relating to professional equality between women and men in the Group's entities;
- the implementation of concrete measures in favour of people with disabilities: inclusive recruitment, retention in employment, workstation adaptation, partnerships with sheltered workshops (ESAT);
- raising the awareness of all employees on non-discrimination issues (origin, age, background, gender).

Objectives and monitoring indicators:

- achieve 100% compliance with legal obligations (Professional Equality Index, DOETH);
- ensure the durable retention in employment of employees with disabilities;
- monitor these commitments via consolidated social reporting, shared within the governance bodies.

Inclusion & Disability Focus – Disability Day:

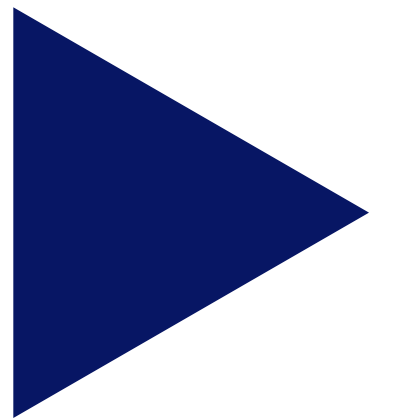
As a continuation of these actions, FaiveleyTech organises every year a Disability Day, intended to raise employees' awareness of the importance of inclusion. This event is a highlight of exchanges and mobilisation around testimonies, practical workshops and partnerships with specialised associations. It helps deconstruct prejudices, enhance the pathways of the employees concerned and promote an inclusive corporate culture. This approach helps strengthen internal cohesion and affirm the Group's commitment to a working environment respectful of differences and open to all talents.

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
100% of employees responded to the survey	% of responding employees	Employee well-being	Purchasing / HR / CSR Departments
100% of employees have a social dialogue mechanism	% of employees represented	Employee well-being	HR Management
100% of employees can benefit from a bonus linked to a CSR indicator	% of employees with access to the bonus	Employee well-being	HR Management
100% of managers and recruiters trained on diversity and inclusion issues	% of employees trained	Equal opportunities	HR Management
Gender parity in the workforce	% of men and women	Equal opportunities	HR Management
0 confirmed cases of discrimination or harassment	number of proven cases	Employee well-being	HR Management

PILLAR 2:

Conduct responsible business, purchasing and information practices



Conduct responsible business, purchasing and information practices

In the face of global challenges and geopolitical disruptions, the FaiveleyTech Group has launched its first mapping work as part of the double materiality analysis. This analysis makes it possible to better understand the environmental, societal and social impacts throughout the value chain, as well as the associated financial risks. It highlights the need to strengthen responsible, ethical and secure business conduct, now established as a strategic priority for the Group.

Guaranteeing exemplary business conduct, ensuring information security and strengthening the resilience of the supply chain are essential conditions for preserving stakeholder trust and remaining at the service of our customers.

As purchasing represents a major share of the Group's environmental and societal footprint – notably through the indirect emissions (Scope 3) linked to the extraction, transformation and transport of raw materials (plastics, metals, additives, etc.) which represent around 70% of our emissions – the FaiveleyTech Group sets its approach within an overall logic of sustainable performance, combining integrity, responsibility and innovation.

This strategy rests on three structuring axes, at the crossroads of economic performance, business ethics and environmental transition:

- Axis 1: Business ethics and conduct**
- Axis 2: Adopt responsible purchasing & business conduct practices**
- Axis 3: Information security & data monitoring**

Our ambition is to consolidate our ethical, low-carbon business conduct, equipped with a capacity to anticipate and adjust.

Axis 1: Business ethics and conduct

Objective:
Promote business conduct that is honest, transparent and responsible across the entire value chain, preventing the risks of corruption, fraud and conflicts of interest, and guaranteeing respect for fundamental human rights.

- Action plan:**
- Integrate the principles of ethics and compliance into the Group's governance and financial control processes;
 - Implement procedures for hierarchical validation, internal control and segregation of key duties (purchasing, accounting, treasury);
 - Carry out a corruption risk analysis on 100% of sites by 2030;
 - Train 100% of employees on ethics issues (corruption, fraud, money laundering, conflicts of interest) by 2030;
 - Deploy a confidential internal whistleblowing channel for reporting ethics incidents;
 - Publish an annual ethics review in the CSR report from 2027.

Our 2030 Objectives:

Objective	Indicator / KPI	Main lever	Steering
Maintain 0 confirmed cases of corruption, fraud or conflict of interest	Number of confirmed cases per year	Internal control & financial governance	Finance Department
100% of sites covered by a corruption risk analysis by 2030	% of sites assessed	Risk assessment	Finance / CSR Departments
100% of employees trained on ethics issues by 2030	% of employees trained	Ethical culture & awareness	HR / CSR Departments

Conduct responsible business, purchasing and information practices

Axis 2: Adopt responsible purchasing & business conduct practices (Scope 3)

Overall objective:

Develop a responsible and strategic procurement function, securing relationships with suppliers while integrating environmental and ethical issues, and contributing to the Group's decarbonisation.

Objective 1: Strengthen the integrity and durability of supplier relationships

Put in place responsible purchasing practices, guaranteeing transparency and fairness in our relationships with partners.

Action plan:

- Implementation of a responsible purchasing charter at Group level integrating environmental, social and governance (ESG) criteria;
- Management of contracts by category and payment practices, with the introduction of framework contracts and strategic supplier agreements
- Training of buyers on CSR issues, ethical business conduct and risks (corruption, duty of vigilance)
- Assessment process integrating ESG criteria and duty of vigilance: (self-assessments, supplier ESG audits).
- Foster regional economic development,

Our 2030 Objectives:

Objective	Indicator / KPI	Main lever	Steering
100% of buyers trained on CSR, ethics and responsible purchasing	% of buyers trained on CSR and ethics	Internal skills / Ethical culture	Purchasing / HR / CSR Departments
100% of strategic suppliers assessed on ESG criteria	% of suppliers assessed on ESG criteria defined by FaiveleyTech	Risk assessment / Duty of vigilance	Purchasing / CSR Departments
20 supplier audits carried out per year (minimum)	Number of supplier audits carried out per year on the ESG criteria defined by FaiveleyTech	Compliance control and improvement	Purchasing / CSR Departments

Objective 2: Engage our suppliers in the environmental transition

Co-build with the value chain partners a low-carbon and circular procurement strategy by mobilising its partners around shared objectives.

Action plan:

- Identification of high-impact suppliers (volumes, type of material, GHG intensity)
- Prioritisation of low-footprint raw materials (recycled, bio-sourced, local);
- Encouragement of environmental certification among strategic suppliers;
- Co-development of eco-designed solutions with suppliers
- Sharing of good practices and support for suppliers in their own low-carbon trajectory

Our 2030 Objectives:

Objective	Indicator / KPI	Main lever	Steering
80% of suppliers signatories of the Responsible Purchasing Charter	% of suppliers signatories of the Charter	Business ethics / Contractual commitment	Purchasing / CSR Departments
80% of suppliers assessed via the Ecovadis platform or other labels	% of suppliers covered by an Ecovadis or other label assessment	Supplier ESG assessment	Purchasing / CSR Departments
Develop the supply of sustainable raw materials	% of recycled, bio-sourced or certified raw materials	Substitution & circular economy	Purchasing / Development Departments

Conduct responsible business, purchasing and information practices

Objective 3: Measure and reduce the Scope 3 - Upstream GHG footprint

Co-develop with our strategic suppliers the decarbonised solutions of tomorrow and steer the carbon impact of purchasing.

Action plan:

- Measure Scope 3 for each BU
- Define a framework to identify products or services meeting eco-design and LCA criteria
- Assess or gather the carbon footprint of purchasing by product/service category
- Define Scope 3 reduction targets for high-impact families
- Progressive roll-out of supplier carbon footprints and co-construction of joint reduction plans.
- Foster regional purchasing

Our 2030 Objectives

Objective	Indicator / KPI	Main lever	Steering
Reduce the CO2 footprint of purchasing	-5% per year in tCO2e	Supplier and product panel	Purchasing / CSR Departments
Integrate CO2 impact into purchasing decisions	% of purchases assessed with a CO2 score	Environmental assessment of purchasing	Purchasing / CSR Departments
Involve suppliers in our decarbonisation trajectory	Number of suppliers engaged in a low-carbon trajectory	Supplier engagement & co-innovation	Purchasing / CSR Departments
Anchor regional purchasing	85% of purchases are regional	Reshoring & resilience of the chain	Purchasing / CSR Departments

Axis 3: Information security & data monitoring

Objective:

Guarantee the confidentiality, integrity and availability of the Group's data, while ensuring compliance with the GDPR and the French Data Protection Act, in order to protect employees, partners and information systems.

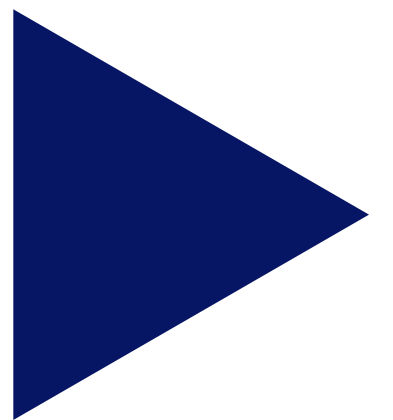
Action plan:

- Ensure secure access management: individual credentials, passwords, connection traceability;
- Deploy a Group cybersecurity policy by 2030, in connection with the IT Department and CSR;
- Train 100% of employees on cybersecurity issues and data confidentiality by 2030;
- Monitor and audit data processing through GDPR indicators integrated into CSR reporting.

Our 2030 Objectives

Objective	Indicator / KPI	Main lever	Steering
0 cybersecurity incidents	Number of cybersecurity incidents	Access management and internal controls	IT Department
100% of employees on cybersecurity issues (via Hornet)	% of employees trained (via Hornet)	Digital culture & awareness	IT / HR Departments
100% of GDPR processing audited by 2030	% of processing audited	GDPR governance & internal audits	HR / CSR Departments
Group cybersecurity policy formalised by 2030	Existence of the validated policy	IT governance	IT / CSR Departments

PILLAR 3: **Accelerate the decarbonisation of our sites** **(Scopes 1 and 2)**



Accelerate the decarbonisation of our sites (Scopes 1 and 2)

Our decarbonisation policy

As part of its CSR strategy, the Group has defined a decarbonisation policy aligned with the objectives of the Paris Agreement, aiming to limit global warming to 1.5°C. Our operational objective is to reduce our emissions by 5% per year, taking 2022 as the reference year, to achieve a significant reduction in our carbon footprint by 2050, consistent with the sectoral decarbonisation trajectories of industry.

Aware of the impact of its industrial activities and of its responsibility in the transition towards a low-carbon economy, the Group commits to significantly reducing its greenhouse gas (GHG) emissions across all its emission scopes:

- Scope 1: direct emissions from owned or controlled installations (e.g. on-site combustion);
- Scope 2: indirect emissions linked to the consumption of purchased energy (electricity, heat);
- Scope 3: other significant indirect emissions, notably linked to purchasing, transport, use and end of life of products.

Our decarbonisation approach is part of a progress trajectory to 2030, founded on 2 priority axes :

1. Measure and steer with monitoring tools and an energy management system,
2. Reduce energy consumption and electrify our equipment,

This policy engages all the Group's entities and mobilises all the key functions (production, maintenance, purchasing, logistics, R&D). It aims to strengthen our resilience in the face of climate challenges, to reduce our extra-financial risks, and to create sustainable value for our customers and partners.

Our action plan

1/ Measure and steer

- Production and monitoring of a regular carbon footprint by Business Unit (BU)
- ISO 50001 certification of sites, and roll-out of consolidated energy indicators
- ISO 14001 certification of sites, and roll-out of consolidated environmental indicators

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
100% of sites equipped with a carbon footprint	Coverage rate of BU carbon footprints (%)	Measurement & steering	BU / CSR Departments
100% of sites ISO 50001 certified	Number of certified sites / Total sites (%)	Energy efficiency	BU / CSR / Quality Departments
100% of sites ISO 14001 certified	Number of certified sites / Total sites (%)	Impact measurement and action plan	BU / CSR / Quality Departments

Accelerate the decarbonisation of our sites (Scopes 1 and 2)

2/ Reduce process energy consumption & electrify our equipment

- Improvement and optimisation of processes,
- Electrification of equipment,
- Energy management and steering,
- Waste heat recovery,
- Energy autonomy of sites,

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
15% reduction in process energy consumption	Energy consumed (kWh/tonne produced)	Process optimisation	BU Department
100% electric presses	Share of electrified equipment (%)	Equipment electrification	BU Department
50% of sites recover waste heat	Number of equipped sites / Total sites (%)	Energy recovery	BU Department
50% of sites equipped with renewable energy production systems	Share of on-site self-generated energy (%)	Renewable energies	BU Department
100% electric vehicle fleet	Share of electric vehicles (%)	Low-carbon mobility	Purchasing / BU Departments

FaiveleyTech Orgelet (France)

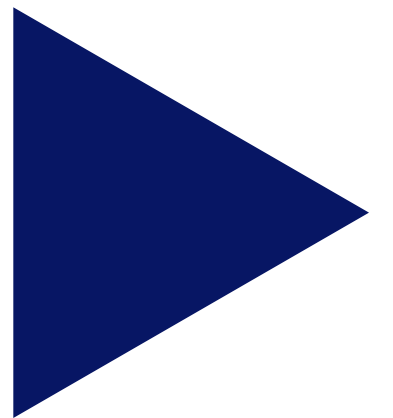


FaiveleyTech Ticino (Switzerland)



PILLAR 4:

Create sustainable solutions for our customers



Create sustainable solutions for our customers

Our policy

In line with our commitment to the ecological transition, we integrate sustainability at the heart of our offer, by developing products and solutions with a low environmental impact.
This lever aims to position the Group as a benchmark player in eco-design and circularity in the plastics industry.

Our action plan

1. Be recognised as a partner for sustainable solutions

We wish to strengthen the credibility of our environmental approach with our customers and showcase our commitments with structuring frameworks to steer our continuous improvement approach towards sustainability

2030 Objectives:

- Obtain Ecovadis Platinum certification at Group level
- Deploy an LCA approach for our products
- Increase the share of sustainable revenue* by SBA (Strategic Business Area)

2. Develop plastic circularity internally

- Put in place concrete actions to reduce material losses, recover scrap and increase the integration of recycled or reusable plastics into our production.

2030 Objectives:

- Reduce waste & scrap
- Recover internal scrap into alternative products
- Integrate circularity into the co-design of products

3. Offer low-carbon solutions to our customers

- Offer concrete and measurable alternatives to enable our customers to reduce their own carbon footprint thanks to our products.

2030 Objectives:

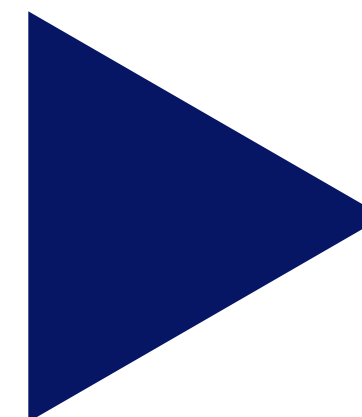
- Offer products with a carbon-weight assessment per product (material + process)
- Develop alternative solutions beyond virgin fossil plastics: bio-sourced, recycled or hybrid materials
- Co-develop innovations with our partners (e.g. Matéri'act)

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
Obtain Platinum	Ecovadis Group	External recognition of CSR performance	COMEX / CSR
100%	% of strategic products subject to LCA	Systematic integration of sustainability from the design stage	BU / Development / CSR Departments
50%	% of sustainable revenue*	Develop and eco-design products and promote them to customers	Finance / Sales / CSR Departments
≤ 2.5%	Scrap rate	Reduction of losses and improvement of material efficiency	BU Department
100%	% excluding virgin fossil plastic	Material innovation and reduction of Scope 3 raw materials	Purchasing / Development Departments

*See Appendix 4.3

PILLAR 5: Towards a regenerative economy



Towards a regenerative economy...

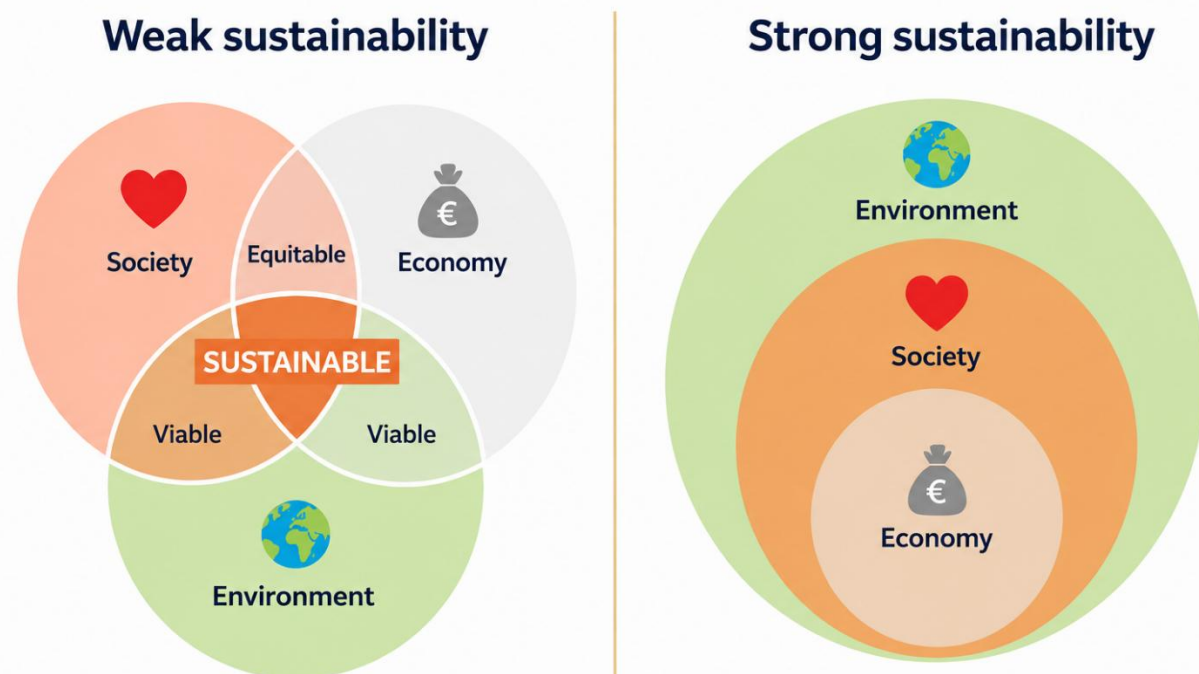
The acceleration of global warming and the overshoot of the planetary boundaries invite us to explore more disruptive paths than merely reducing our environmental impact, notably through regeneration logics.

Our Pillar 5 occupies a place apart in our strategy.

It is not an operational commitment with fixed quantified objectives, but a space for exploration and questioning that we give ourselves as **Alumni of the 2023 Convention des Entreprises pour le Climat**.

We have made the choice of **transparency**: we do not yet know precisely how to deploy a regenerative ambition at the scale of an industrial plastics processor. We are examining this question with humility, starting with the only subject on which we have an initial readability: **biodiversity on our sites**.

This pillar will evolve as we learn. We commit to communicating only what we are able to demonstrate.



Strategic objective:

Regenerate natural resources & preserve biodiversity

Action plan structured around 4 pillars:

1. Measure and understand the biodiversity footprint

- Carrying out a biodiversity diagnosis of the industrial sites (fauna/flora inventory, ISO 14001 environmental pressures);
- Identification of the direct and indirect impacts on ecosystems (pollution, land take, resource consumption);
- Integration of biodiversity criteria into responsible purchasing;
- Integration of biodiversity indicators into the extra-financial reports and ESG plans.

2. Restore and protect local natural ecosystems

- Drastic reduction of land take and improvement of site permeability (revegetation, stormwater management);
- Implementation of renaturation projects (replanting of hedges, beehives, ecological corridors, ponds, nesting boxes, etc.);
- Creation of refuge zones for biodiversity around the industrial sites;
- Partnerships with NGOs or local authorities to contribute to natural habitat restoration projects.

3. Draw inspiration from the principles of living systems to adapt

- Develop a circular business model;
- Regenerative eco-design;
- Adoption of bio-inspiration principles.

4. Co-develop with our stakeholder ecosystem

More than the term “co-development”, **FaiveleyTech** must focus on the **principle of co-evolution** to create optimum conditions of cooperation in a complex and systemic context.

Towards a regenerative economy...

Our 2030 objectives

Objective	Indicator / KPI	Main lever	Steering
100%	% of sites audited for biodiversity	Biodiversity audit (fauna and flora) on each site, followed by an action plan	BU / CSR Departments
10% of the total area per site	De-sealed area (in m²)	Identify and transform unused or sealed areas into revegetated spaces	BU / CSR Departments
1 project per site	No. of renaturation and biodiversity development projects	Launch projects in collaboration with third-party organisations	BU / CSR Departments
100%	No. of employees made aware of biodiversity issues	Deploy awareness sessions	HR / CSR Departments



European Serin, Goldcrest and European Goldfinch (top to bottom) — vulnerable or near-threatened species recorded at the Bourgoin site during the ecological diagnosis conducted by the LPO (2024).

Relying on an integrated management system....

To achieve its objectives and meet its commitments, the Group commits to putting in place an integrated Quality – Safety – Environment – Energy (QSEE) management system across all its industrial sites.

This structuring framework will make it possible to centralise, steer and make reliable the actions related to operational, environmental and energy performance, while ensuring better consistency with stakeholder requirements, international standards and regulatory frameworks.

The joint implementation of the ISO 9001 (quality) standards or equivalent (IATF 16949 - Industry BU, ISO 13485 - Healthcare BU), ISO 14001 (environment), ISO 50001 (energy) and ISO 45001 (Health & safety) offers the Group a systemic, rigorous and consistent approach geared towards continuous improvement.

2030 Objectives

100% of sites integrate this management system.

1. ISO 9001 or equivalent – Quality management

Objective:

- Ensure the quality of products and services while improving customer satisfaction.

Benefits:

- Implementation of robust and standardised processes across all BUs;
- Continuous improvement of operational performance (reduction of non-conformities, scrap, complaints).

2. ISO 14001 – Environmental management

Objective:

- Identify, control and reduce the environmental impacts of activities.

Benefits:

- Systematic assessment of environmental impacts (water, waste, emissions, materials);
- Regulatory compliance and anticipation of future requirements (e.g. CSRD);
- Reduction of waste, optimisation of resources and limitation of pollution;
- Improvement of the image with customers, principals and stakeholders.

3. ISO 50001 – Energy management

Objective:

- Implement efficient energy management to reduce consumption and GHG emissions.

Benefits:

- Precise analysis of energy uses by site and by process;
- Detection of drifts, identification of savings potential;
- Integration of energy efficiency objectives into investment decisions;
- Direct reduction of energy costs and emissions (Scopes 1 & 2).

4. ISO 45001 – Occupational health and safety management

Objective:

- Put in place a structured framework to prevent workplace accidents, protect employees' health and improve working conditions.

Benefits:

- Identification, assessment and control of occupational risks (physical, psychosocial, chemical, etc.);
- Reduction of accidents, work stoppages and occupational illnesses;
- Strong involvement of teams through the consultation and participation of employees;
- Integration of health and safety into decision-making processes and the corporate culture;
- Compliance with legal obligations and strengthening of the employer brand.

APPENDICES PART #4

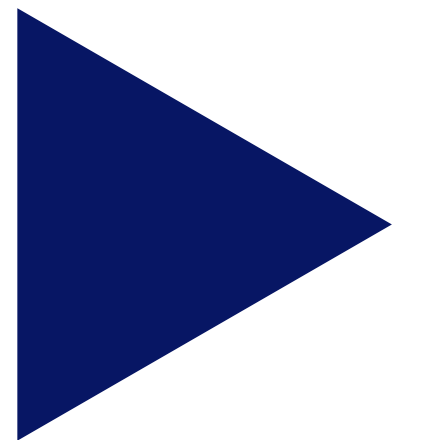
4. Appendices

4.1 Double materiality analysis methodology

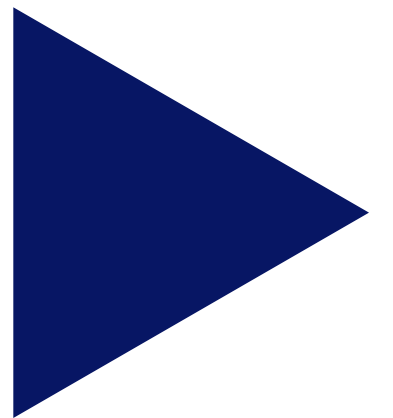
4.2 Quantitative approach & KPIs

4.3 Carbon Footprint methodology

4.4 CSR glossary



4.1 DOUBLE MATERIALITY ANALYSIS METHODOLOGY



Double materiality methodology

Double materiality analysis is a methodology whose objective is to identify and prioritise the issues to be taken into account in the sustainability strategy according to 2 perspectives:

- Impact materiality: How the activities and organisation of the FaiveleyTech group have a positive or negative impact on people, society and the environment. The impact may be actual or potential, associated with its sustainability issues and linked to its direct activities as well as to its upstream and downstream value chain.
- Financial materiality: How the FaiveleyTech Group is exposed to risks and opportunities associated with these sustainability issues that may have a positive or negative effect on the group's business model, development, performance and position, over the short, medium or long term, and, consequently, create or erode its value.

To do so, we followed several methodological steps :

- Internal mobilisation

Formation of a project team bringing together General Management, the directors of the three Business Units (Industry, Healthcare, Beauty) and the Purchasing, Sales, Finance and HR departments.

- Analysis of the value chains

Mapping of the value chains of the 3 Business Units – Industry, Healthcare and Beauty – in order to clarify the complete pathway, from the transformation of raw materials to the end users. This step made it possible to identify the internal know-how mobilised and the interactions with subcontractors throughout the production cycle.

- Risk mapping of priority materials

To deepen the analysis, we developed a risk mapping, in the sense of the duty of vigilance, of the environmental and social issues associated with key raw materials: plastic, recycled gold, steel and additives. This mapping draws on scientific sources.

- Reliance on an internal documentary base

Creation of an internal documentary base built during the diagnosis phase, comprising in particular the carbon footprints, life cycle analyses, environmental analyses resulting from ISO 14001 certification, ISO 9001 processes, the responsible purchasing charter and the code of ethics, the HR and Purchasing roadmaps, as well as the new impact mapping of priority materials.

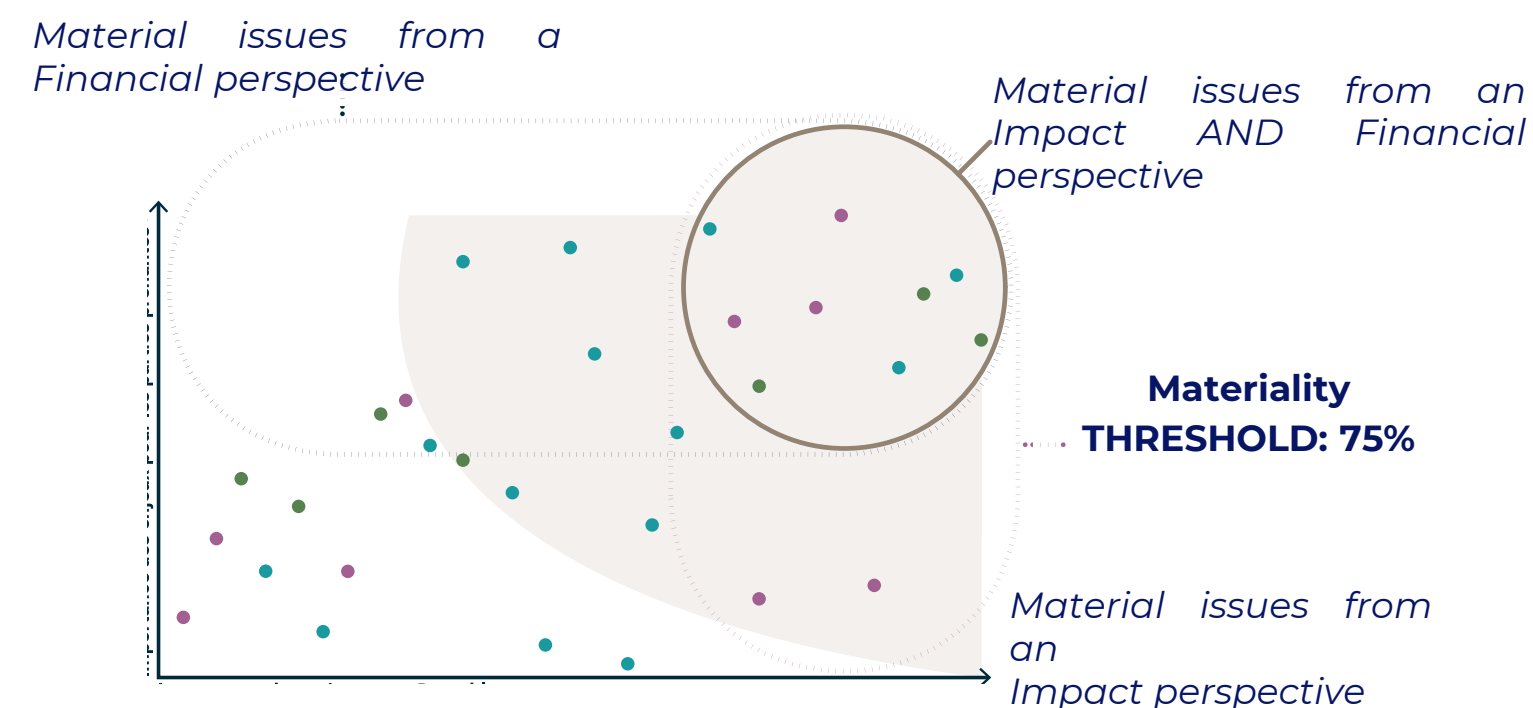
- Identification & contextualisation of Impacts, Risks and Opportunities

On the basis of this preparatory work, we pre-identified the IROs (Impacts, Risks and Opportunities) for each ESG criterion and contextualised the issues to the company's reality,

- Application of rating scales

making it possible to assess each issue, both from the angle of its impact materiality and of its financial importance (risks & opportunities), taking into account the severity, the likelihood and the time horizon of the impacts.

- Finalisation of the double materiality



1. Identify the IROs for each ESRS
2. Apply the rating
3. Obtain a score (SxL) and a criticality
4. Average of the scores of the selected topics to group them according to the gross criticality obtained as well as the knowledge of the company and its sector
5. Rename certain issues to be as close as possible to the company's reality
6. Validate the materiality thresholds and priorities 2 and 3
7. Identify the 3 priorities according to the thresholds

- Stakeholder consultation:

After carrying out a detailed mapping of our stakeholders, we identified and selected, for each category, the representatives deemed most relevant to contribute to our double materiality approach.

These stakeholders were called upon through a questionnaire with a dual objective:

- Verify the consistency of the prioritisation of the issues identified internally in order to confirm their relevance with regard to external expectations.
- Foster the opening of dialogue to gather new ideas and perspectives likely to enrich our thinking and to anticipate any emerging issues.

This consultation made it possible to cross internal and external views on our key issues and to consolidate their ranking in our double materiality matrix.

Double materiality methodology

FINAL RATING															
		Minimal (15)		Low (30)		Moderate (45)		Significant (60)		High (75)		Major (90)		Critical (105)	
SEVERITY	15	15	30	30	45	60	75	90	105	126	150	165	180	195	225
	14	24	42		56	70	84	98	112	126	140	154	168	182	210
	13	17	26		52	65	78	91	104	117	130	143	156	169	195
	12	12	24		36	60	72	84	96	108	120	132	144	156	180
	11	11	23		44	55	66	77	88	99	110	121	132	143	165
	10	10	30		40	50	60	70	80	90	100	110	120	130	150
	9	9	23		36	45	54	63	72	81	90	99	108	117	135
	8	8	14		32	40	48	56	64	72	80	88	96	104	120
	7	7	21		23	35	42	49	56	63	70	77	84	91	105
	6	6	12		18	24	36	42	48	54	60	66	72	78	90
	5	5	10		15	20	30	35	40	45	50	55	60	65	75
	4	4	8		12	26	24	28	32	36	40	44	48	52	60
	3	3	6		12	15	18	21	24	27	30	33	36	39	45
	2	2	4		6	8	10	14	16	18	20	22	24	26	30
	1	1	2		3	4	5	6	7	8	10	11	12	13	15
PROBABILITY		1	2	3	4	5	6	7	8	9	10	11	12	14	15

The final rating (from 1 to 225) results from the crossing of the severity of the impact and its likelihood of occurrence.

The criticality levels are defined as follows:

- Critical (150–225): priority issue, with a strong impact on the business model — integrated into the CSR and CSRD strategy.
- Major (100–149): strategic issue requiring an action plan and regular monitoring.
- Significant (60–99): important issue, to be monitored in the roadmap and kept under control.
- Moderate (30–59): secondary issue, monitored within overall commitments.
- Minimal (1–29): non-material issue at this stage, monitored via regulatory watch and annual materiality review.

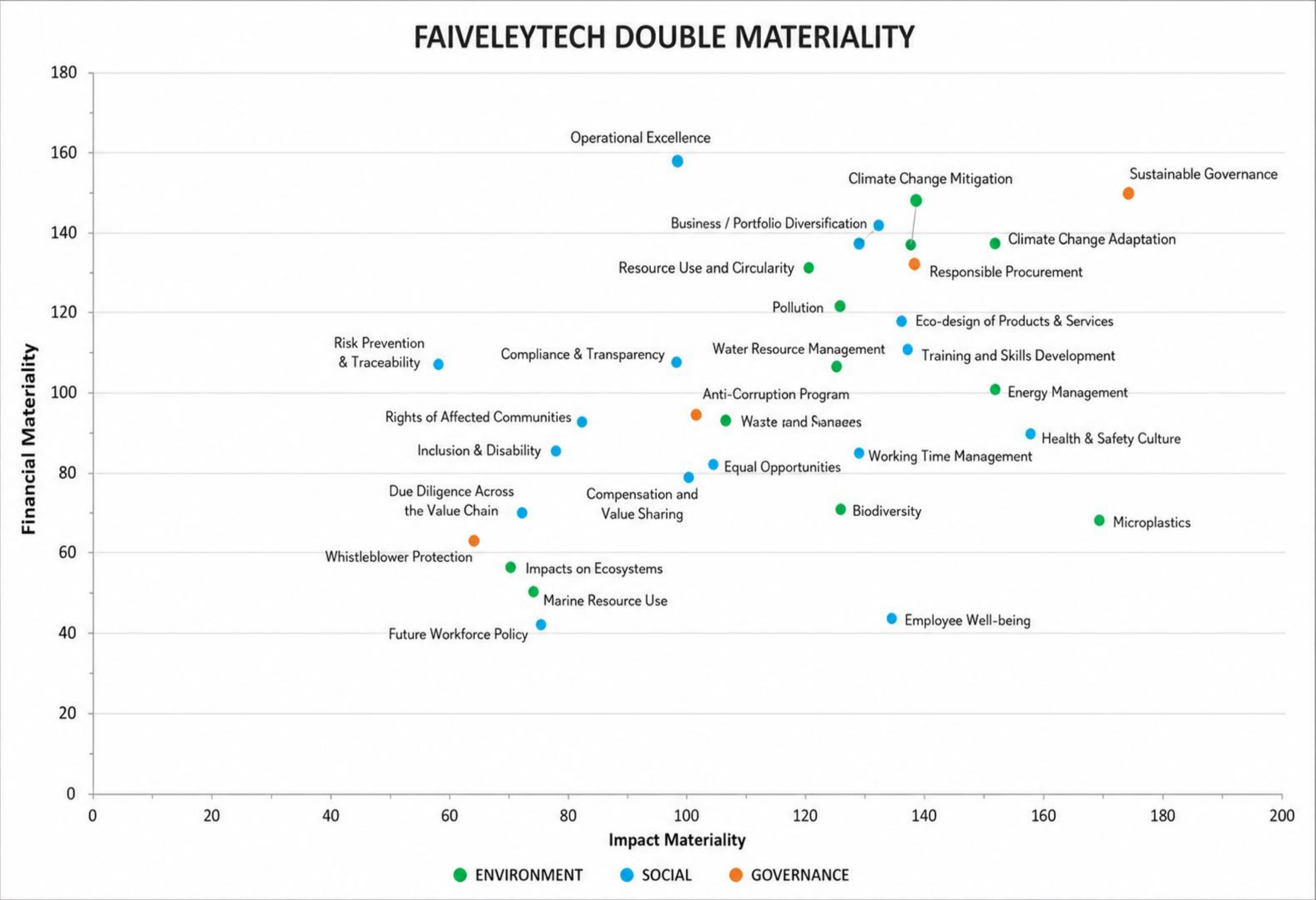
The topics classified as “Major” and “Critical” are considered material for FaiveleyTech and integrated into the Group's sustainability strategy.

Our Method

Our double materiality analysis

ESRS	TOPIC	FINAL THEMES	AVG IMPACT SYNTH		AVG R&O SYNTH	
ESRS E1	Climate Change	Climate change adaptation	151	Critical	136	Major
		Climate change mitigation	135	Major	138	Major
		Energy management	153	Critical	103	Major
ESRS E2	Pollution	Pollution	125	Major	121	Major
		Hazardous substances	113	Major	101	Major
		Microplastics	170	Critical	68	Significant
ESRS E3	Water and Marine Resources	Water resource management	120	Major	110	Major
		Marine resource exploitation	75	Significant	54	Significant
ESRS E4	Biodiversity and Ecosystems	Biodiversity	124	Major	68	Significant
		Ecosystem impacts	71	Significant	60	Significant
ESRS E5	Resource Use and Circular Economy	Waste management	120	Major	82	Significant
		Resource use and circularity	135	Major	132	Major
ESRS S1	Own Workforce	Activity/portfolio diversification	128	Major	135	Major
		Working time management	128	Major	82	Significant
		Compensation and value sharing	86	Significant	68	Significant
		Future social policy	75	Significant	45	Moderate
		Employee wellbeing	135	Major	45	Moderate
		Health and safety culture	150	Critical	90	Significant
		Equal opportunities	104	Major	80	Significant
		Training and skills development	135	Major	111	Major
		Inclusion & Disability	69	Significant	92	Significant
		Diversity & employer brand	110	Major	41	Moderate
ESRS S2	Workers in the Value Chain	Value chain due diligence	70	Significant	70	Significant
ESRS S3	Affected Communities	Rights of affected communities	95	Significant	95	Significant
ESRS S4	Consumers and End-Users	Compliance & transparency	96	Significant	108	Major
		Risk prevention & traceability	60	Significant	104	Major
		Operational excellence	99	Significant	153	Critical
		Eco-design of products & services	135	Major	117	Major
ESRS G1	Business Conduct	Sustainable governance	173	Critical	144	Major
		Whistleblower protection	63	Significant	63	Significant
		Purchasing security	138	Major	132	Major
		Anti-corruption prevention plan	102	Major	97	Significant

Double materiality - FaiveleyTech - June 2026



Our main Environmental issues

01 - Adaptation to climate change

Threat of economic activity shutdown linked to intense climate phenomena throughout the value chain
Strategic diversification and renunciation

02 - Climate change mitigation

Significant greenhouse gas emissions over the life cycle of plastics and metals/ores
Certain of the company's application sectors (mass consumer goods, transport) are subject to strong constraints
Being innovative to develop decarbonised materials

03 - Resource use and resource use and circularity

Significant risk of **supply disruption linked to raw material shortages**
Being innovative with its partners to develop new materials
Developing eco-design and responsible purchasing criteria
Strengthening its circularity through the use of recycled materials (plastics, gold, metals)

04 - Energy management

High energy consumption during the plastic extraction and production phases
Intensifying the electrification of uses

05 - Pollution

Recognised air, water and soil pollution during the extraction phases of plastic and metals/ores, production and end of life (materials and waste treatment)
Regulatory compliance throughout the value chain

06 - Microplastics

Release of microplastics across the entire life cycle of plastics and impacting air, water, soil, wildlife and humans
Developing eco-design criteria to limit the phenomenon

07 - Hazardous substances

Hazardous substances inherent to the material itself and to the processes
Certain of the company's application sectors (mass consumer goods, healthcare) are subject to strong constraints
Reduction, substitution, elimination of substances

08 - Management of the resource water

The issue is essentially **impactful during the oil and mining extraction phase**, in a context of scarcity of the water resource

09- Waste management

Significant quantities of waste emitted throughout the value chain and **non-uniform and regulated treatment methods**
Strengthening the recyclability of products and their circularity (reuse, refill/deposit-return, bulk, etc.)

10 - Biodiversity

The issue is essentially **impactful during the oil and mining extraction phase**, linked to land use and pollution
Being proactive through action plans in favour of biodiversity

11 - Impacts and dependencies on ecosystems

Threat of economic activity shutdown linked to intense degradation in the upstream phase of the value chain
Awareness of systemic issues and of the rebound effects of using new materials (bio-sourced, etc.)

12 - Exploitation of marine resources

Linked to the pollution of water and oceans and the effect on marine biodiversity

3 priority levels

- Rank 1
- Rank 2
- Rank 3

The three priority levels make it possible to distinguish the issues to be addressed first following the rating. The majority of the subjects identified in the double materiality present a significant importance.

- Rank 1 – Critical issues
These issues, to be addressed in the very short term, generate major impacts as well as significant risks and opportunities. They require specific strategic planning and priority actions.
- Rank 2 – Strategic issues
These issues are mostly already addressed in the current action plans. They require the pursuit of targeted efforts and integration into continuous improvement processes to strengthen their control.
- Rank 3 – Emerging issues
These issues still require in-depth exploration in order to better understand their challenges and to identify new avenues of cooperation and innovation.

Our main Social issues

01 - Job security *Diversification of activities & portfolios*

Betting on the diversification of activities and the development of each BU's portfolio to anticipate market fluctuations & future crises
Attracting & retaining new talent

02 - Training and skills development

2 issues: Maintaining the Group's operational excellence and retaining talent. With this in mind, the Group aims to structure employees' HR pathways.

03- Work-life & personal life balance *Employee well-being*

Developing a **corporate culture attuned** to health and safety issues also goes through the **well-being of employees** in particular ensuring work-life balance.

04- Health & safety at work- *Health and safety culture*

A strategic issue with the ambition of developing a **health & safety culture** to go beyond current processes (training plan, workstation adaptation, prevention & safety measures - Health, Safety and Working Conditions Committee (CSSCT)) along 2 axes: managing health and safety & consolidating all processes and actions.

05 - Working time *Working time management*

Interconnected with production periods, which can intensify according to demand, working-time management is a complex daily adjustment variable involving, on the one hand, the capacity to meet demand and, on the other, keeping teams in the **best working conditions**. This subject is directly connected to **Well-being at work & Health and safety**

06 - Equal treatment & equal pay for work of equal value *Equal opportunities*

Guarantee equal treatment and equal opportunities:
A cross-functional subject of the HR policy and of how it will be deployed in a fair and equitable manner.

07- Employment and inclusion of people with disabilities *Inclusion & Disability*

The major issue of this subject is **raising teams' awareness of disability** in the professional environment, informing about the diversity of disability situations to foster the retention in employment of the workers concerned throughout their professional life & acting against stereotypes.

Also developing a committed subcontracting policy, maintaining the development of collaboration with sheltered-employment support establishments such as ESAT/EA*

08 - Diversity *Diversity & Employer brand*

Acting on diversity to develop its robustness, with issues around HR recruitment / Skills: diversity management and positioning of the group in relation to its values - Diversity Charter

09 - Decent wage *Fair pay & value sharing*

In its family-business DNA, the FaiveleyTech Group is particularly keen to position itself as a **committed and responsible employer** so that the **value sharing** is fair and equitable, as well as the health and welfare schemes to protect employees' families and the **harmonisation of the pay and health policy**. Also, the group is particularly keen to maintain its level of **operational excellence** by investing in people.

10 - Social Dialogue *Co-build the social policy of tomorrow*

The group is keen to build solid labour relations and to **co-build with the social partners**

Our main Social issues

Value chain workers - S2 & Affected communities S3

01 - Value chain workers *Vigilance approach across the value chain*

Initiate a vigilance approach and prevent risks to secure the upstream value chain and develop a better knowledge of the impacts generated, the risks incurred and the opportunities to be developed.

Initiating an impact mapping of the materials we have defined as priorities was a prerequisite for addressing this subject of the working conditions of value chain workers.

This entails a need to structure a vigilance and prevention policy with procedures for regularly assessing the situation of subsidiaries, subcontractors and suppliers; actions to mitigate risks or prevent serious harm; an alert and reporting mechanism; and a system for monitoring and assessing the actions implemented.

This offers the FaiveleyTech group the opportunity to bring its suppliers and subcontractors on board in the group's sustainability policy and to secure the value chain.

02 - Affected communities *Rights of affected communities*

03 - Access to quality information *Compliance & transparency*

3 levels of access to information:
1/ Difficulties for FaiveleyTech in obtaining clear information on the chemical substances used/released beyond tier 1 suppliers upstream of the value chain,
2/ end-user consumers can be informed indirectly of the consequences of microplastics on human health and the environment through media campaigns and the plastics decree
3/ at the level of FaiveleyTech's direct B2B customers, the traceability and compliance processes provide all the technical information on the products used.

Customers and end users S4

01 - People's safety *Operational excellence*

Regulated framework with quality-control and traceability processes. Operational excellence to guarantee the safety of end users & the harmlessness of products.
Culture of traceability // Regulated-framework player = Operational excellence // Opening to demanding markets in the broad sense // values // Certification of quality control and traceability / robustness and traceability processes.

02 - Health and safety *Risk prevention & safety*

Healthcare BU (1) Use: Vigilance over the value chain and traceability of the materials and additives used & Container-content interactions: chemical migration. Industry BU: motorist safety & scope 3 microparticles due to the activity itself. Beauty BU: Chemical migration (2)
End of life => Microplastics issues

Our main Governance issues

01 - Corporate culture - Sustainable governance

Modelling **an ethical and responsible corporate culture** is at the heart of the group's concerns, with the establishment of sustainable governance to guarantee a sound and safe roll-out of the CSR strategy and the implementation of processes to engage its stakeholders. Milestones reached with the finalisation of the CSR strategy in 2024, its roll-out through roadmaps and initial engagement processes with the code of ethics for employees and the responsible purchasing charter. Now the **sustainable governance is under way to model** processes and guarantee operational deployment & embed FaiveleyTech's ESG values

02 - Supplier relationship management Securing purchasing

Risk prevention and improvement of practices in responsible purchasing: **Securing purchasing** with (1) Sourcing and vigilance plan against the risk mapping (2) Approach to managing supplier relationships (practices to prevent supply disruptions and consideration of vulnerable suppliers, i.e. those exposed to material ESG risks

03 - Protection of Whistleblowers

Initiate and **structure a vigilance approach** with the update of an alert procedure aimed at gathering reports, handling and responding to complaints from employees or other stakeholders, and thereby fighting unreported illegal, unethical or even dangerous practices, and creating conditions of safety and security within the Group aligned with its values.

04 - Fighting Corruption

Initiate and structure a vigilance approach comprising an anti-corruption prevention plan, a procedure for regularly assessing/detecting the situation within the company, with subsidiaries, subcontractors and suppliers, as well as an alert and reporting mechanism, to meet at minimum the legal compliance obligations and mitigate corruption risks.

4.2 QUANTITATIVE APPROACH & KPIs



FAIVELEYTECH



SOCIAL QUANTITATIVE KPIs

PILLAR 1: Be an employer committed to the health, well-being and development of our employees

Scope: France sites mainly / Financial years 2022/23 - 2023/24 - 2024/25

WORKFORCE & DIVERSITY			
Indicator	2022/2023	2023/2024	2024/2025
Total workforce (employees)	450	450	450
Share of women in the total workforce (%)	30%	42%	41%
% of women at the highest management level (CODIR)	31%	38%	38%
OCCUPATIONAL HEALTH & SAFETY			
Indicator	2022/2023	2023/2024	2024/2025
Number of workplace accidents with lost time	15	9	12
Number of days lost (accidents / health)	11 571	10 187	10 902
Discrimination or harassment incidents	0	0	1
% of employees covered by health insurance / social protection	79%	79%	79%

SOCIAL QUANTITATIVE KPIS

PILLAR 1: Be an employer committed to the health, well-being and development of our employees

Scope: France sites mainly / Financial years 2022/23 - 2023/24 - 2024/25
The structuring of CSR reporting having begun in 2024, certain indicators are only available from the 2024/25 financial year

TRAINING & DEVELOPMENT			
Indicator	2022/2023	2023/2024	2024/2025
Avg. training hours per employee	N/A	N/A	11.5 h
% of employees trained in cybersecurity	100%	100%	100%
% of employees trained in business ethics	0%	0%	6%
Overall employee satisfaction score	N/A	N/A	93%

PURCHASING QUANTITATIVE KPIS

PILLAR 2: Conduct responsible business, purchasing and information practices (Scope 3)

Scope: France sites mainly / Financial years 2022/23 - 2023/24 - 2024/25

GOVERNANCE & ETHICS				
Indicator	2023	2024	2025	Note
Corruption / anti-corruption convictions	0	0	0	
Cybersecurity incidents	1	0	1	<i>Documented handling and closure</i>
% of phones covered by MDM	20%	80%	99%	<i>Near-total securing</i>
% of employees trained in cybersecurity	100%	100%	100%	<i>Via Hornet Security</i>
% MFA enabled on M365	10%	90%	100%	
% MFA enabled on VPN	50%	100%	100%	

RESPONSIBLE PURCHASING & VALUE CHAIN				
Indicator	2023	2024	2025	Note
Suppliers signatories of the Responsible Purchasing Charter	0	100	150	<i>Accelerated roll-out</i>
% of buyers trained in CSR / responsible purchasing	100%	100%	67%	<i>Renewal under way</i>
% of strategic suppliers assessed on CSR criteria	0%	0%	0%	<i>Roll-out in 2026/27</i>
Supplier CSR audits carried out	0	0	0	<i>Roll-out in 2026/27</i>
% of suppliers assessed via EcoVadis or equivalent	0%	0%	0%	<i>2026 target: 30%</i>

ENVIRONMENTAL QUANTITATIVE KPIS

PILLAR 3: ACCELERATE THE DECARBONISATION OF OUR SITES (SCOPE 1 AND 2)

Scope: France sites mainly / Financial years 2022/23 - 2023/24 - 2024/25

GREENHOUSE GAS EMISSIONS (tCO ₂ e)				
Indicator	2022/2023	2023/2024	2024/2025	Note
Total GHG emissions (Scope 1+2+3)	27 914	N/A	N/A	<i>Renewal in 2027</i>
<i>of which Scope 1 (direct emissions)</i>	538	N/A	N/A	<i>Renewal in 2027</i>
<i>of which Scope 2 (indirect energy)</i>	947	N/A	N/A	<i>Renewal in 2027</i>
<i>of which Scope 3 (value chain)</i>	26 422	N/A	N/A	<i>~95% of total emissions</i>
Scope 1+2 reduction target	Baseline	-5%/year	-5%/year	<i>Trajectory since 2022</i>
ENERGY				
Indicator	2022/2023	2023/2024	2024/2025	Note
Total electricity consumption (MWh)	15 678	14 779	13 802	<i>12% reduction over 3 years</i>
<i>of which renewable energy (MWh)</i>	392	362	808	<i>Doubled in 2024/25</i>
Share of renewable energy (%)	2.50%	2.40%	5.90%	Photovoltaic plant at Orgelet (2026)

ENVIRONMENTAL QUANTITATIVE KPIS

PILLAR 4: CREATE SUSTAINABLE SOLUTIONS FOR OUR CUSTOMERS (SCOPE 3)

Scope: France sites mainly / Financial years 2022/23 - 2023/24 - 2024/25

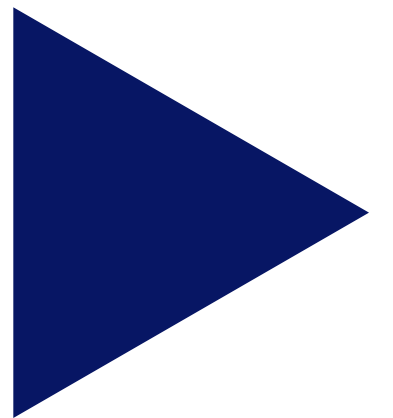
WASTE & CIRCULARITY				
Indicator	2022/2023	2023/2024	2024/2025	Note
Non-hazardous waste generated (tonnes)	614.9	540.2	322.2	48% reduction over 3 years
of which recovered / recycled (tonnes)	347.3	348	246.1	
Recovery rate (%)	56.50%	64.40%	76.40%	
Hazardous waste generated (tonnes)	7.9	10.3	9.3	
Volume of plastic materials used (tonnes)	3 195	3 042	3 155	Excluding Orgelet site
Rate of recycled material in products (%)	5.70%	5.40%	N/A	
Share of eco-designed products (%)	25.30%	25.30%	N/A	
WATER & BIODIVERSITY				
Indicator	2022/2023	2023/2024	2024/2025	Note
Closed-circuit water treatment (%)	100%	100%	100%	All sites
Land take (m²)	32 749	32 749	49 749	Change linked to site extension
Sites audited for biodiversity	1	1	0	
Substances of concern under REACH used	0	0	0	Full compliance

OVERVIEW - KEY INDICATORS

Scope: France sites mainly / Financial years 2022/23 - 2023/24 - 2024/25

Pillar	Key indicator	2024/25 value	Trend	2030 target
Social	Total workforce	450 employees	→ Stable	–
Social	Share of women	41%	↑ +11 pts in 3 years	≥ 45%
Social	Workplace accidents	12	↓ vs 15 in 2022/23	0 accidents
Social	Employee satisfaction	93%	→ New KPI	≥ 90%
Social	Disabled workers in the workforce	4%	↑ +1 pt in 3 years	≥ 6%
Env.	Electricity consumption	13 802 MWh	↓ -12% in 3 years	-30% vs 2022
Env.	Share of renewable energy	5.90%	↑ x2 in 1 year	≥ 30%
Env.	Non-hazardous waste	322 t	↓ -48% in 3 years	< 200 t
Env.	Waste recovery rate	76.40%	↑ +20 pts in 3 years	≥ 90%
Env.	Closed-circuit water	100%	→ Maintained	100%
Gov.	Corruption convictions	0	→ Maintained	0
Gov.	MFA coverage	100%	↑ Achieved	100%
Purchasing	Suppliers having signed the CSR Charter	150	↑ +150 in 2 years	300
Purchasing	Suppliers assessed via EcoVadis	0%	→ Starting up	30% by end of 2026

4.3 CARBON FOOTPRINT METHODOLOGY



General principle of calculation

$$\text{GHG Emissions} = \text{Activity Data} \times \text{Emission Factor}$$

Examples:



$$\begin{aligned} \text{GHG emissions from a car} &= \text{kilometers traveled} * \text{kgCO}_2\text{e/km} \\ &= \text{liters of fuel consumed} * \text{kgCO}_2\text{e/L} \end{aligned}$$



$$\begin{aligned} \text{GHG emissions from building energy use} &= \text{kWh of electricity} * \text{kgCO}_2\text{e/kWh of electricity} \\ &= \text{kWh of gas} * \text{kgCO}_2\text{e/kWh of gas} \end{aligned}$$



$$\begin{aligned} \text{GHG emissions from equipment purchases} &= \text{number of items purchased} * \text{kgCO}_2\text{e/item} \\ &= \text{k€ spent} * \text{kgCO}_2\text{e/k€} \end{aligned}$$

Monetary ratios are a significant source of uncertainty and should only be used as a last resort.

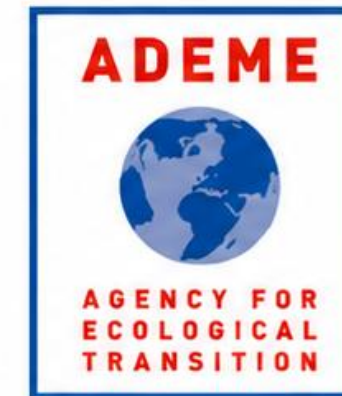


Calculation methodology

Calculation methodology
and tools used

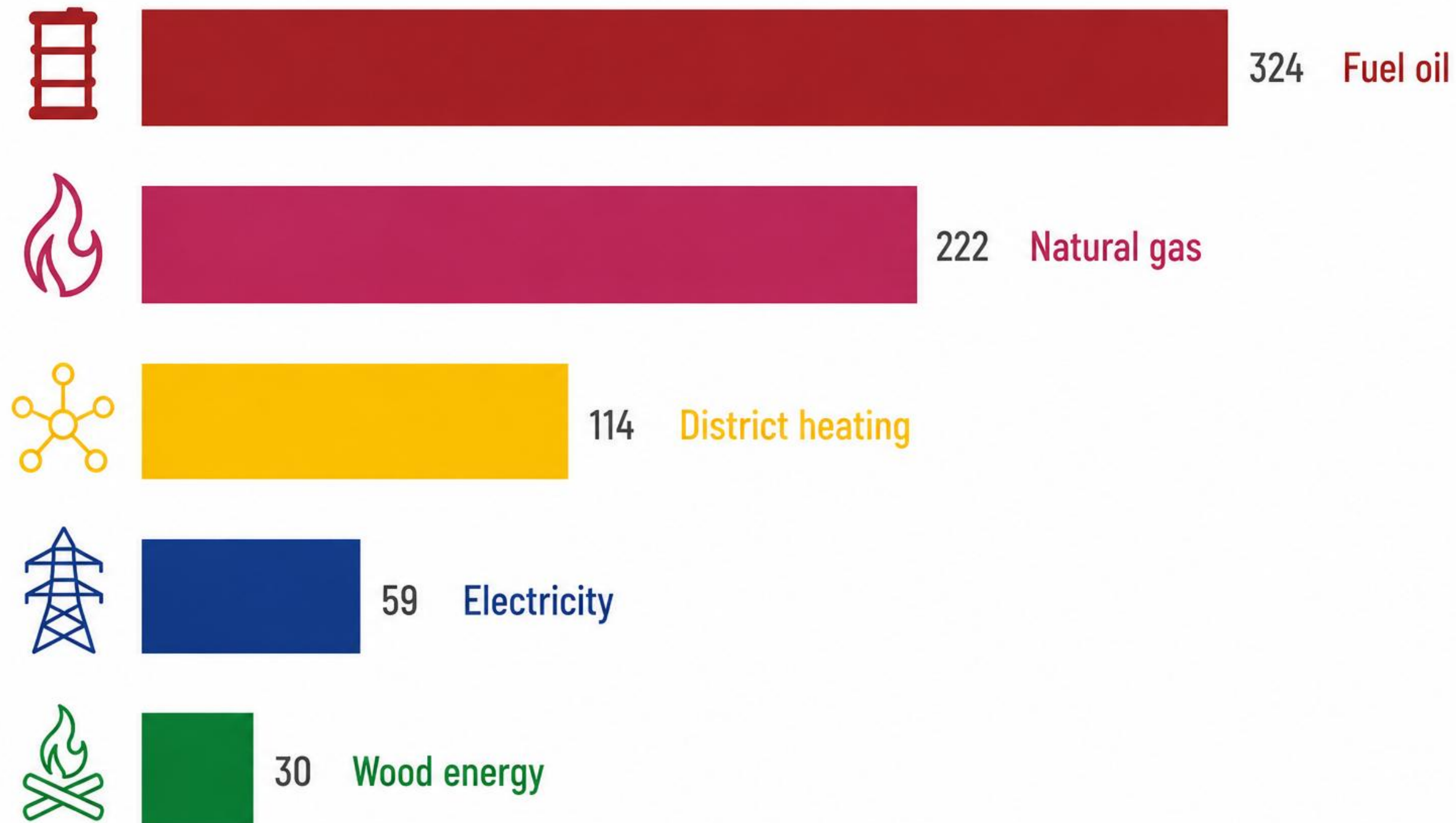


Main emission
factors used



Examples of emission factors: energy

GHG EMISSIONS (gCO₂e) PER KWH OF FINAL ENERGY*



Examples of emission factors: travel

GHG EMISSIONS (gCO₂e) PER KM TRAVELED BY MODE OF TRANSPORT



187

Airplane
(average load factor)



176

Car (1 passenger)

▲ Car (4 passengers)



129

Bus (average load factor)

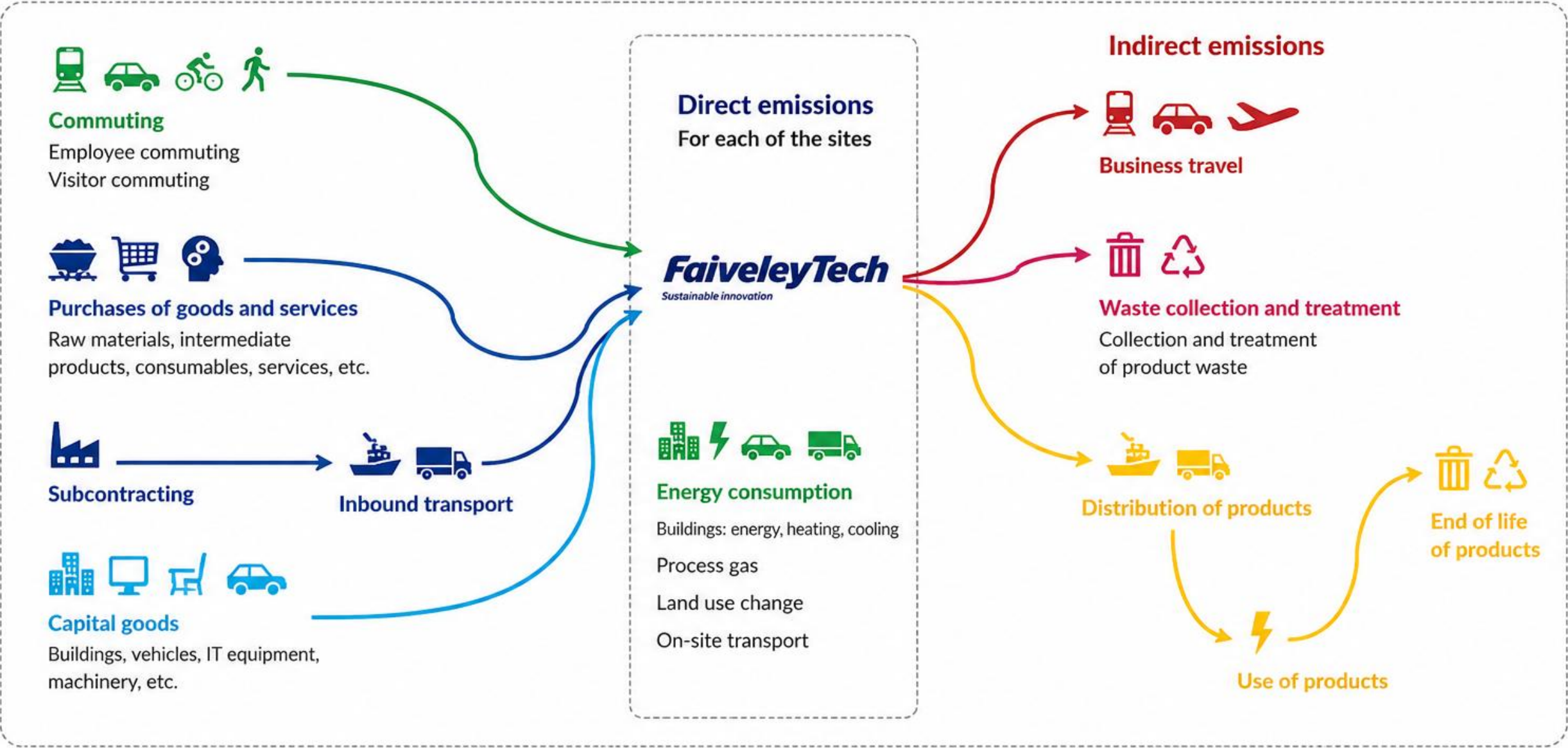


2

High-speed train (average load factor)

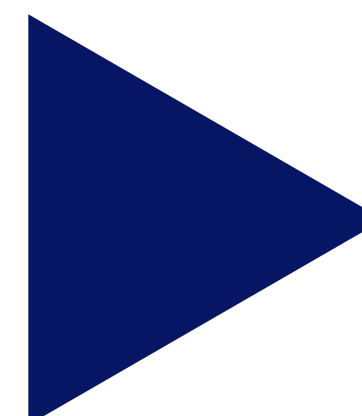
Scope of the analysis

The boundary covers all **direct and indirect activities** undertaken by the company over a **full year of activity**.



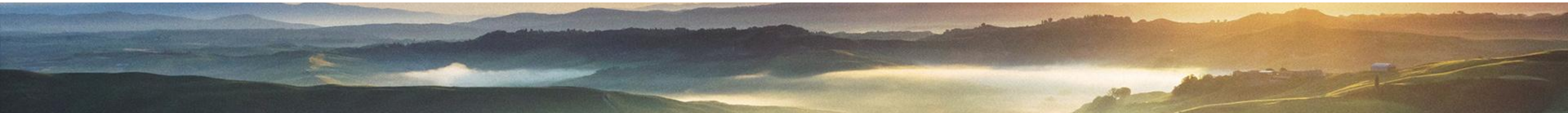
Emissions included	Emissions not included
Scopes 1, 2 and 3	Investment activities

4.4 CSR GLOSSARY



Eco-designed product:	A product is considered eco-designed when it has been developed by integrating environmental criteria during the various stages of its life cycle (from design to end of life), with the aim of reducing its environmental impacts. In particular, products that meet at least three of the following criteria are considered eco-designed: •incorporate recycled or bio-sourced material; •are recyclable, reusable or repairable; •reduce the quantity of material used or the energy consumption linked to their manufacture; •present lightweight, recyclable or returnable packaging; •have been subject to a life cycle assessment (LCA) approach or a documented environmental assessment[1]. [1]Eco-design: how to put it into practice in business
Microplastic:	Solid particles made of synthetic polymers, smaller than 5 mm, organic, insoluble and resistant to degradation. These particles can be: Intentionally used in certain products or processes (for example cosmetics, detergents, filler materials, polymeric additives, glitter, texturing agents, etc.); or generated accidentally during the production, washing, recycling or handling of plastic materials (dust, pellets, scrap) [2]. [2]Microplastics restriction French national REACH regulatory helpdesk
Strategic suppliers:	Strategic suppliers are considered to be all commercial partners whose relationship is essential to the continuity and performance of our activities. This qualification rests on a multi-criteria assessment taking into account: •Economic weight: significant annual revenue with the Group, determined according to the thresholds defined by each Business Unit •Operational criticality: supply of components, materials or services indispensable to the production, maintenance or customer service processes •Level of dependence: difficulty or impossibility of substitution in the short/medium term, due to technical specificities, required qualifications or supply lead times •Market position: monopoly, duopoly or a very limited number of players able to meet the Group's requirements •ESG impact: significant contribution to the Group's environmental, social or governance footprint

Regional purchasing:	Purchasing made from suppliers located within a 500 km radius of the production site where the product or service will be delivered, used or consumed.
Sustainable revenue:	Share of revenue generated by eco-designed products.
Decent wage:	Pay sufficient to ensure the employee a decent standard of living, in the place and at the time where they are. A decent standard of living takes into account: the cost of housing, food, education, healthcare, transport and other essential needs, including provisions for unforeseen events.



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